DOCUMENT RESUME

ED 043 776 VT 011 927

AUTHOR	Edgar, Nicholas J.
TITLE	A Report on Ohio's Pilot Residential MDTA Program. 1964-1966.
INSTITUTION	Mahoning Valley Vocational School, Vienna, Ohio.
SPONS AGENCY	Ohio State Dept. of Education, Columbus. Div. of Vocational Education.
PUB DATE	May 67
NOTE	300p.
EDRS PRICE	EDRS Price MF-$1.25 HC-$15.10
DESCRIPTORS	Educational Innovation, Followup Studies, *Graduate Surveys, Job Placement, Occupational Surveys, Opinions, Personnel Data, *Pilot Projects, Program Effectiveness, *Program Evaluation, Questionnaires, *Residential Schools, *Vocational Training Centers

ABSTRACT

Mahoning Valley Vocational School (MVVS) is the only resident occupational training program in Ohio under the Manpower Development and Training Act (MDTA). For this reason and because it is an innovation in youth training in the United States, the school was evaluated for its efficiency and its effectiveness in preparing youth for the world of work. To gather the data necessary to evaluate this experimental program a series of questionnaires were used to survey-interview previous trainees, and to interview the trainee's family, employers of trainees, and personnel of schools attended by the trainee prior to entering MVVS. The survey revealed an overall placement rate of 88 percent for the first 2 training years, with the highest placement rates registered for auto training, drafting, machine shop operator, and welding. Specific problems identified as hindering the placement of graduates included: (1) a previous court record, (2) the lack of a high school diploma, (3) the selective service status of many graduates, and (4) the lack of practical experience. Among the many recommendations is one stating that the pilot experimental title and concept should be reapplied to MVVS for at least 2 more years in order to provide a more complete evaluation of this type program. (Author/JS)

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ED043776

A REPORT ON OHIO'S PILOT RESIDENTIAL MDTA PROGRAM

BY

Nicholas J. Edgar

1964-1966

M V V S

VOCATIONAL
RESIDENCE
GUIDANCE
BASIC

VT011927

A REPORT ON OHIO'S PILOT RESIDENTIAL MDTA PROGRAM

by

NICHOLAS J. EDGAR

Submitted as a follow up on youth trainees
as part of MDTA project Ohio (YM) 5186-001-016
to Dr. Byrl Shoemaker, Director of Vocational
Education, Ohio State Department of Education
and Mr. Willard Dudley, Administrator, Ohio
Bureau of Unemployment Compensation

MAHONING VALLEY VOCATIONAL SCHOOL
BOX 278
VIENNA, OHIO

MAY 1967

MVVS RESEARCH TEAM

1965-1966

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ACKNOWLEDGEMENTS

Two years of intensified study and work on a report of this nature places a person in a position of immense gratitude and debt to many people.

I especially wish to commend Mrs. Zoa Jones, clerical research statistician, for the tremendous amount of assistance in field work, the clerical work during the project and of course the awesome task of typing and preparing this manuscript for reproduction. Without this unfailing and dedicated work this report would never have been possible.

A great amount of work and effort was the result of the activities of my assistant researcher, Fred Cleary. Many of the statistics and materials included in this report were compiled, prepared or written by him and a great deal of the field work was the direct result of his efforts.

The art work for the cover page was created by Richard Kristoff and all of the duplicating activities and many other necessary publication activities were completed with the direct assistance of teacher technicians Virgil Nicastro and Richard Kristoff and MVVS student Gregory Crawford.

Appreciation for information used in Chapter 3 and Chapter 12 is extended to Don Watson, MVVS Director from July of 1964 to March of 1967.

Space does not allow the mention of the countless individuals who have assisted me in this activity. I wish to thank the state department of education personnel who made the study possible, all of those interviewed who cooperated in giving the information compiled here, those people at local offices who provided office space and assistance through out the year of field work, and the assistance offered and activities performed by everyone at MVVS who helped to make completion of this study possible.

To all who have helped I am deeply indebted.

Nicholas J. Edgar
Research Coordinator
Mahoning Valley Vocational School
May 19, 1967

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DEDICATED TO A REVOLUTIONARY REBIRTH
OF MONETARY AND DEDICATED SUPPORT OF
EDUCATION FOR ALL IN THE STATE OF OHIO

CHAPTER I

INTRODUCTION

The plan for a research and follow-up study of the Mahoning Valley Vocational School was conceived and brought to reality by the Ohio Manpower Training and Development Office. The philosophy of the office was that all problems of MVVS, its trainees, and staff were MDTA problems. For this reason, attention was focused upon the occupational training areas, the selected students and evidences of successfully meeting the individual needs of the youth preparing for entry into the labor force.

Significance of the study.--Mahoning Valley Vocational School is the only resident occupational training program in existence in Ohio under MDTA legislation. Because of this and of its being an innovation in youth training in the United States, the school should be evaluated for its efficiency and its effectiveness in preparing youth for the world of work. The primary purpose of the study is, therefore, to appraise the value of the complete program in meeting the desired goal of training disadvantaged male youth for employment.

Statement of the problem.--To ascertain the effectiveness of the Mahoning Valley Vocational School as a pilot residential occupational training institution in light of the school plant, programs offered, job placements of its students, and the degree of vocational success achieved by its graduates and its terminated trainees.

Assumptions.--It is assumed that -

1. Those trainees deemed graduates will have the necessary skills, knowledge, abilities and attitudes to allow them to successfully attain gainful and purposeful employment.

2. Training within the framework of a residential program can make more significant gains and accomplish a wider success than similar training programs without a residential phase.
3. Those students who were terminated or terminated voluntarily have returned to the frustration of unemployment and low income, stop-gap employment.
4. The Ohio State Employment Service can do much to insure the success of MVVS through careful and thoughtful selection and placement.
5. The present training and residential program needs to be revised and strengthened to insure its future and continued success.
6. There are significant factors in the students past and immediate past environment which can be factors in determining successful completion of the training program.
7. There are areas of occupational training and need which can become part of the MVVS educational program.
8. The training center's existence under present MDTA legislation has created problems because of the unique nature of the concept and procedures in use which was the very reason for its inception.

Limitations.--The comparative newness of the residential youth training center concept, the tremendous complexity of such a program and the time span allotted for completion of the research necessitate many limitations to complete fulfillment of such a study.

CHAPTER II

DESIGN OF THE STUDY

A series of questionnaires will be used to survey-interview previous trainees who graduated or were terminated, to interview the family of the trainee, to interview the employer of the past trainee, to interview personnel of the last school attended by the trainee prior to entering MVVS, and to interview local personnel of the OSES. These interviews will be personal contacts if possible, or mail contacts if this is not possible, and will be conducted by the research coordinator and his assistant throughout the state of Ohio.

In addition to the data gathered from the individuals interviewed all data available from the training center and from the OSES files will be used.

Copies of the interview tools used are dispersed throughout this report in the area that compiles and discusses the data gathered by use of these tools. They may be located in Tables 4,6,11,16 and 23.

For the purposes of efficiency and convenience of travel the state has beed divided into the following major areas and the study will be initiated in that area designated as sample area to test and possibly revise interview tools and continue in order through the other major areas designated unless conditions of weather or time require alterations.

TABLE 1

STUDY ITINERARY

MAJOR AREA	REGION	SUB AREA	MAJOR COMMUNITIES
I	Local Sample	A	Salem, Lisbon
		B	Alliance
II	Southeastern Ohio	A	Coshocton, Zanesville, Athens Marietta, Cambridge
		B	Circleville, Chillicothe, Portsmouth, Gallipolis, Ironton
		C	Jackson

MAJOR AREA	REGION	SUB AREA	MAJOR COMMUNITIES
III	Southwestern Ohio	A	Cincinnati, Hamilton, Middletown Dayton, Xenia, Springfield
IV	South Central Ohio	A	Columbus, Washington Court House
V	Northwestern Ohio	A	Toledo
		B	Findlay, Fremont, Lima
		C	Sidney, Piqua, Bellefontaine
VI	North Central Ohio	A	Mansfield, Norwalk, Ashland Sandusky
		B	Cleveland
VII	Northeastern Ohio	A	New Philadelphia, East Liverpool, Steubenville
		B	Akron, Canton
		C	Ashtabula, Painesville
		D	Warren, Niles
		E	Youngstown

CHAPTER III

THE MAHONING VALLEY VOCATIONAL SCHOOL

The Mahoning Valley Vocational School has been in operation since July 29, 1964 as a pilot experimental school. The school is operated under the Manpower Development and Training Act of 1962, which was written for the purpose of training unemployed or underemployed people through individual projects in various communities throughout the country. The residential-vocational school concept was conceived in the office of Dr. Byrl Shoemaker, Director, Division of Vocational Education, State of Ohio Department of Education in January, 1964 for the purpose of providing a broad vocational and basic education program, coupled with a controlled environmental situation to the disadvantaged youth of Ohio. Much of this planning was made possible by the 1963 amendments to the MDT Act of 1962. This concept was discussed with Willard Dudley, Administrator, Bureau of Unemployment Compensation of Ohio, and received whole-hearted acceptance by that agency. An extremely high degree of cooperation between these two agencies has prevailed throughout the planning and operation of the Mahoning Valley Vocational School.

The on-site residence phase of this program is operated by a non-profit corporation, whose income is limited to a minimal daily subsistence allowance. No charge is made for supportive services or administrative overhead. The Mahoning Valley Vocational School Corporation is responsible for providing lodging, food service, recreational facilities, health programs, and other services not covered in the educational program. These services were initiated from a $250,000.00 trust fund established by the Leon A Beeghly Foundation, and the continuation of these services are dependent upon the solvency of the fund through room and board charges to the students. The charges made for board and room are equivalent to the subsistence allowances received by each student.

The maximum capacity at Mahoning Valley Vocational School is approximately 485 with an average enrollment during the year of approximately 425 and a yearly total of approximately 900. These 400 plus trainees, referred from all over the state of Ohio, are being trained in one of 14 different vocational areas. The courses are either six months or twelve months in length depending upon the complexity of the particular vocational area. This school is an instrument of positive action in Ohio's campaign to provide a new opportunity for its male youth, to provide job skills and better employment opportunities, and to encourage a wholesome attitude towards society and life in general.

TRAINEE CHARACTERISTICS

Trainees are selected for the training program based on the broad criteria of disadvantaged-economically, culturally, educationally, and socially. Our observations of this group of unemployable youth show there are as many types of disadvantaged youth as there are numbers of youth. Each has a complex multi-factor pattern of needs.

The following is a list of some traits of this group that seem to be common to a large percentage of our trainees:

1. Intelligence potential is usually higher than tests indicate. Many lack the "know-how" of taking tests, therefore job performance or other manipulative experiences are truer indications of potential.
2. Basic educational skills, such as reading, spelling, writing, and arithmetic are usually below the true ability of the trainee.
3. Most trainees cannot ask questions with any degree of skill.
4. Many have been out of contact with any formally organized influence on their lives. Many do not have the slightest knowledge of their legal rights and responsibilities. This group has a higher rate of minor infractions of the law, due to ignorance of the law.
5. The physical condition and coordination are very poor.
6. Almost all have some type of emotional disturbance, from a slight degree up to severe conditions.

7. There is an untrusting attitude about adults. When the boys first arrive, they test the staff to see what kind of reaction they'll show.
8. Social immaturity is quite prevalent.
9. Many have a very poor estimate of self and disbelieve any good about themselves and will not accept the fact that they have any worth.
10. Many have been slow to learn but are not slow learners. They learn by experiencing and in concrete concepts. This is a slower process than by verbal, abstract methods.
11. Most have not successfully completed a public school vocational program of study.

The preceeding examples seem to be grouped as atypical shortcomings. This group has positive traits as well:

1. These youth have a code of ethics that is very strong. If they give their word, you can depend that they will almost do anything to keep it. They believe strongly in "fair play."
2. This type of young man is independent and can shift for himself. He will not hesitate to walk 20 miles to get somewhere. He will hitch-hike almost any distance with little or no money on his person.
3. Most are highly motivated to learn a skill or craft in order to live a better life. During private counseling sessions, most have expressed that their main reason for learning a trade is to get a "steady" job and raise a family properly.
4. There is a strong need to identify with something that is good and important. They are proud of their school and take exception when anyone criticizes it.
5. The boys are not "culturally deprived"; they have a culture of their own. They will hold onto it for security reasons while experimenting with new culture they are exposed to.
6. Disadvantaged youth like and respond to action. He is a "gadget" minded person. He responds to teaching machines and "gimmicks."

The above lists of characteristics are indicative of a need for a training program that is involved in total personality if desired outcomes are to be realized. A traditional training program influencing only a fraction of the trainee's time, separate from his social and other after school experiences will not be truly effective in changing attitudes and neither will there be an exposure to another way to live, by actually living this type of life.

RESIDENCE PROGRAM

Mahoning Valley Vocational School trainees are provided housing in one of four comfortably furnished dormitories. Depending on size, each room houses two or three youth who are given considerable freedom in the arrangement of their rooms to suit their particular tastes and comforts. Each dorm has two large lounges for TV and leisure time activities. Supervision is provided by a staff of twenty five men offering a broad program in social living, moral attitudes, health recreation and citzenship.

Meals are served cafeteria style in the large dining hall under the management of an expert in the fields of dietetics and food preparation. A staff of seven cooks, and seven cook's helpers, provides wholesome and nutritional meals seven days a week.

Religious services and moral guidance are provided by the school's two chaplains--a Catholic priest and a Protestant minister. Both Catholic and non-denominational services are provided each Sunday. In addition, both chaplains are available one evening a week for religious counseling and to assist in the activities of the Bible Club and Catholic Youth Club. Special arrangements are made for those of the Jewish faith to attend services at a local Synagogue. If a trainee prefers, he may attend services at one of the local churches of his own choice.

A registered nurse is on duty daily from 7:00 A.M. to 9:30 P.M. to provide first aid and minor medical service on campus. The nurses are housed in the school dispensary and work under the supervision of a local physician. Medical emergencies are referred to the school's physician, who holds a clinic two afternoons a week, or to a local hospital. A six-bed sick bay is available to house isolation cases. Each trainee purchases, for a nominal fee, medical and surgical insurance to cover any major medical and surgical expenses.

A recreation program is offered year around, seven days a week. It includes:

1. Intramural competition in football, basketball, vollyball, and softball, plus varsity competition in basketball in a local community league.
2. Badminton, horseshoes, weightlifting, wrestling, boxing, and ping-pong.
3. Off-campus trips by bus for bowling, roller skating, ice skating, movies, plays, miniature golf, dances, etc.
4. Talent shows and exhibitions.
5. A campus chorus and small combo which perform both on and off campus.
6. Letterman's Club for participants in all activities.

Dormitory supervision is provided by a group of twenty-five personnel, most with training and/or experience in sociology or youth work. A dorm leader is on duty around the clock in each dorm for supervision. Four dorm supervisors and a program director furnish additional trainee and staff supervision.

Experiences in leadership and student government are available to mature and responsible young men who serve as appointed student dorm-monitors and as elected officers in the Dorm and Campus Councils. The Dorm and Campus Councils provide opportunities for the trainees to become involved in campus government.

BASIC EDUCATION TRAINING PROGRAM

Many varying techniques and methods are used by the instructors. These include individualized instruction, grouping and tracking, simultaneous instruction (where a basic instructor teaches right in the vocational shop area those skills which are needed at the moment), released time instruction (where only certain boys are released from a vocational area for basic education work), team teaching and programed and machined instruction.

The growth of the program is based upon continual experimentation, research and revision. There is no pattern or plan which cannot be altered or expanded. No set of materials is sacred and variety in instructional aids is considered essential. There is a heavy emphasis upon the use of audio-visual aids and on programed or machined materials because of the motivational value these have with trainees. Instructors are encouraged to develop instructional materials for use in the program and some work has been done in this area. This is made necessary by the newness and uniqueness of the program and also because of the lack in adequate materials, both in quality and in quantity.

Guidance assists the instructional program by suggesting areas of instructional need, acting as a sounding board for general educational tone with action feedback by the counselors direct to the basic education supervisor, developing cooperative testing procedures and individualized testing, counseling for psychologically sound teaching, record keeping and many additional supportative services. It is felt that guidance must be involved in curriculum through assistance and by suggestion. The counselors must have a means of making recommendations concerning the classroom situations. Thus curriculum revision is put on a much sounder basis.

The basic educational unit of the Mahoning Valley Vocational School has two important goals as major functions:

1. Supplementing the job preparation of a vocational trainee by strengthening mathematical, reading, and communication skills.
2. Enhancing the individual through offering special services to assist in overcoming certain hearing and speech handicaps, enlightening and extending more advanced trainees, making trainees more aware of health and safety and its effects on the future, and eliminating or correcting a possible job handicap through instruction in driver education.

The reading program is geared to offer remedial, developmental and advanced reading instruction. It includes training in specialized and/or technical reading for such training courses as drafting, accounting, general office and stock inventory.

Machined and programed reading materials are available for those trainees who wish to sharpen, refresh or advance an already well established reading skill. Systematic instruction is offered in reading, spelling and writing skills to those trainees who have the basic ability but need to expand this to meet the demands of current employment requirements. In addition, a controlled experimental program is being offered for those trainees who are completely devoid of basic reading skills. Thus the total reading program has four distinct facets:

1. Technical-advanced reading
2. Semi-self instructional reading improvement and extension
3. Developmental reading
4. Controlled remedial reading

The mathematics program stresses remedial and basic math with the hopes of attaining competency in computational skills. Programed math materials are available for more advanced trainees. Vocationally oriented math is emphasized concurrent with remedial, basic or advanced math instruction. Thus the mathematics instruction has three areas:

1. Remedial-basic mathematics
2. Advanced mathematics
3. Vocationally oriented mathematics instruction

The area of Communications has had a complete curriculum revision to include instruction in:

1. Job orientation
2. Future educational opportunities beyond MVVS
3. Personal development
4. Employment possibilities
5. Environmental changes
6. Business communications
7. Common sense finances

A speech or hearing defect can and often is a serious job handicap. Past experience has shown that this is enough of a problem in our regular enrollment that a full-time specialist was needed and added for the 1966-67 program.

The area of Health and Safety (renamed Adult Living) was new to the curriculum in 1965-66, and has shown its value and usefulness to Mahoning Valley Vocational School trainees. Classes allow discussion and training in personal development, the nature of man and his environment, personal health habits, improving the environment, the "facts of life", the results of poor health habits, general safety habits, community health services, first aid, safe driving practices, and maternal and child health.

Driver Education instruction was added in 1966-67 for several reasons. First, the trainees needed to learn the proper and safe techniques of driving. Secondly, the inability to drive is in most cases a job handicap. Third, the graduation of students in any of the auto training areas who cannot drive is completely inexcusable.

The area of Programed Learning is necessary to fulfill the needs and desire for more advanced training for certain trainees who are referred to Mahoning Valley Vocational School. It supplements the basic program and also provides the services of a library. The double coverage allows operation of the center during the day and also into the evening hours.

The Programed Learning Center was opened at Mahoning Valley VocationalSchool in August of 1965. The PLC has been able to fill many voids inherent in this type of educational situation. Mahoning Valley receives many students that can profit from the PLC. There are many and varied ways in which this type of instruction is used. A few examples are cited here:

1. Students functioning on an educational level above remedial in math and reading may be channeled into the center.
2. Students may use it for taking courses aligned with their vocational area.
3. Students may use the facilities of the center on their free time.

These are but a few of the many ways that trainees may utilize the instructional center. Some 200 different courses of study in many general areas, including those in health and safety, leisure, sciences, languages, study habits, English, mathematics, economics, vocationally related topics and general works are available. At any one time there are as many as 50 different courses of study being pursued simultaneously.

VOCATIONAL EDUCATION

The vocational education phase of the Mahoning Valley Vocational School project is designed to provide the opportunity for all trainees to develop a saleable skill in their respective vocational areas as assigned. The philosophy of Mahoning Valley with respect to vocational training, and all related areas, is that of accepting the referred trainees as they are, determining their abilities and attitudes, work with them on an individual basis if necessary, and thus enable them to take full advantage of their abilities and develop their potentials to the highest degree possible during the time they are enrolled in the school.

It is realized, of course, that it may be unreasonable to expect each trainee to progress to the point of being a completely employable individual. In cases of very low ability, lack of aptitudes and emotional instability, a "satisfactory progress" rating could very well be assigned when improved social adjustment and work attitudes result.

The vocational curriculum is structured to simulate on-the-job working conditions whenever possible; thus, the training is composed of both skill development and improvement in work habits.

Training at the present is available in the following fourteen areas:

Electrical Appliance Repairman
Auto Body Repairman
Auto Mechanic
Auto Service Station Attendant Mechanic
Baker
Accounting Clerk
General Office Clerk
Cook
Landscaper
Draftsman
Computer Peripheral Equipment Operator
Building Maintenance Man
Machine Operator
Welder

Courses are six or twelve months in duration with all trainees spending 8 hours a day in a training program. The amount of time in basic education and job training depends upon the needs of the individual and the type of training in which he is enrolled. Most of the courses have a maximum enrollment of 20 or 25 trainees with the exception of the landscaper classes which are kept at a maximum of 15 trainees. All courses are limited to one training group at a time with the exception of two training groups running concurrently in landscaper and computer peripheral equipment operator, three concurrent courses in drafting, machine operator, and welding. The majority of the courses are offered in the daytime hours between 7:00 A.M. and 5:00 P.M. but there are at this time evening courses in baking, drafting, welding, computer-peripheral operator and machine shop. Many of the training areas are repeated during the training year.

PUPIL PERSONNEL SERVICES

In order to assist the trainee in receiving maximum benefits from his training experiences, the pupil personnel department is involved with his total environment while at the Mahoning Valley Vocational School. This program coordinates the efforts of the Bureau of Vocational Rehabilitation, health department, trainee accounting and guidance services.

These services include:

1. Orientation of new trainees - Interviewing, group sessions and tours
2. Standardized testing - Determine potential and level of educational development
3. Psychological services - Special trainee studies and counseling
4. Record keeping - Cumulative file of training record, test data and reports
5. Evaluative services - Provide Ohio State Employment Service with record of skills attained
6. Counseling services - Personal, training progress, supportive to residence and pre-employment (assisting the Ohio State Employment Staff)

7. Referral services - Bureau of Vocational Rehabilitation (on campus), agencies near school and home of trainees
8. Consultive - Assist instructional staff and residential staff with program development and with individual trainees having special problems
9. Trainee accounting - Attendance records

The above pupil personnel services require a staff of:

Pupil Personnel Supervisor
Head Counselor
Pupil Accounting and Work-Study Coordinator
Psychologist
Social Worker
Counselors

WORK-STUDY PROGRAM

The work-study program at Mahoning Valley Vocational School was started July 1, 1965. This program was a two month summer program for July and August. The project involved forty boys earning a maximum of $45.00 per month and a full-time coordinator.

The proposed budget was approved by the Ohio Department of Education, Division of Vocational Education, Columbus, Ohio for a ten month program starting September 1, 1965. This program was set up for seventy boys at a maximum of $45.00 per month.

Trainees on work-study program are assigned to one of the following work stations:

1. Cafeteria helper
2. Clerk typist
3. Custodian assistants
4. File clerks
5. Groundskeeper assistants
6. Teacher assistants
7. Building maintenance
8. Telephone answering service
9. Mail boy
10. Laboratory assistants
11. Audio-visual equipment operator
12. Nurses aides

Each trainee working on the work-study program is assigned to a supervisor. The supervisor helps the trainee develop and maintain a responsible attitude toward his studies and the performance of his job. This provides practical work experience under supervision.

Periodic evaluations are made by supervisors and the work-study coordinator to determine the effectiveness of the program's objectives and the trainee's job performance.

The past experience with the work-study program indicates that many of the boys completed their training who normally would have had to leave the school due to financial difficulties. This program is necessary because some of the trainees enrolled are not eligible for youth allowances. Included are sixteen year olds, school dropouts not out of school a year, and those with no financial resources. This practical work experience has been an effective supplemental aid to training.

CHAPTER IV

LOCAL OFFICE SURVEY

The local office survey interview form was developed to incorporate those questions which would reveal local office procedures and experiences involved in the selection, referral, placement and follow-up as assigned to the O.S.E.S. by the Manpower Development Training Act of 1962 as amended (42 U.S.C.2751-2620):

TITLE II - PART A - SECTION 202 (b)

> "Whenever appropriate the Secretary shall provide a special program for the testing, counseling, selection, and referral of youths, sixteen years of age or older, for occupational training and further schooling, who because of inadequate educational background and work preparation are unable to qualify for and obtain employment without such training and schooling."

and SECTION 202 (d)

> "The Secretary of Labor shall determine the occupational training needs of referred persons, provide for their orderly selection and referral for training under this Act, and provide counseling and placement services to persons who have completed their training, as well as follow-up studies to determine whether the programs provided meet the occupational training needs of the persons referred."

TRAINING AREAS

The first area of concern was considered to be those areas in which training was offered or could be offered by MVVS. The questioning was primarily intended to uncover suggested training areas but also uncovered comments on present training areas relative to placement and employment need and areas of referral backlog. Thus we were able to determine that:

A. Training for youth would be feasible, considering need and eventual placement in these areas:

    1. apprentice and licensed trades

        barber
        carpenter
        electrician
        plumber
        upholstery repairman

2. specialized occupations

    air conditioning repairman
    electronic serviceman
    heavy equipment operator
    industrial electronics workman
    lab technician
    office machine repairman

B. Also it is felt significant that the following areas were named as possibilities for youth training:

    auto parts clerk
    automotive machinist
    clothes presser
    commercial artist
    diesel mechanic
    factory maintenance workman
    general sales clerk
    hospital orderly
    machine maintenance repairman
    meat cutter
    sewing machine repairman
    transmission mechanic
    wood refinisher

It must be noted that recommendations for course offerings other than those now offered came from 26 out of 55 offices (47%) and therefore 53% or 29 offices were seemingly satisfied with the present selection and variety of courses.

C. The question also evoked an evaluation of present training areas since the following areas were mentioned often as occupations in which it is difficult to fulfill placement responsibility (in order of frequency of response):

1. groundskeeper-custodian
   tabulating machine operator
2. baker
   draftsman
3. building maintenance man
4. accounting clerk
   cook
   general office clerk
5. electrical appliance repairman
   auto service station attendant mechanic
6. food service worker (no longer offered)

and the following areas were mentioned as those where local offices usually have greater requests than quotas will permit to be referred (in order of frequency of response):

1. welder
2. auto mechanic

3. machine operator
4. auto body repairman
5. draftsman

The only areas not mentioned by any office were routeman, which was discontinued prior to the beginning of this survey, and stock inventory clerk which was eliminated at the close of the second year of operation.

Difficulty in placement for the areas mentioned in the preceeding paragraphs was most commonly placed upon the following reason or reasons:

A. groundskeeper-custodian

   1. age of trainees
   2. seasonal employability
   3. low wage scale

B. tabulating machine operator

   1. lack of high school diploma
   2. lack of adequate practical experience
   3. draft status (vital here since additional employer provided training is necessary)
   4. openings usually coincide with very large community areas only

C. baker

   1. age of trainees
   2. limited availability of openings for placement
   3. cleanliness and hygiene factor of training graduate

D. draftsman

   1. limited availability of openings
   2. lack of high school diploma

E. cook

   1. low wages
   2. cleanliness and hygiene factor of training graduates
   3. limited availability of openings commensurate with training

F. accounting clerk

   1. age of trainees
   2. draft status
   3. availability of openings for placement

G. building maintenance man

    1. age of trainees
    2. availability of openings for placement

H. general office clerk

    1. preference of employers for females
    2. availability of openings for placement

I. electrical appliance repairman

    1. availability of openings for placement
    2. age of trainees

J. food service worker

    1. employment at wages commensurate with training not available

K. auto service station attendant mechanic

    1. training not needed for placement
    2. age of trainees
    3. trainees must be able to be bonded
    4. low wage scale

Areas mentioned most often as those in which requests for training exceed the training openings are also equally interesting. Two (welding and machine operator) are offered most often as training courses in local MDTA programs. All five are areas most highly desired as vocations by youths based on interest and preference. Drafting was mentioned in this category even though it was also mentioned as an area of placement difficulty (which is not borne out by statistics on this training area which occur later in this report). All are areas of extraordinary drop-out as tabulated later in this report with an average rate of over 55%. All are twelve month training areas except welding. All are areas of widespread placement and of high current demand in the job market of today.

Analysis of each area mentioned as one of difficult placement and conversly also recruitment reveals some interesting data.

Groundskeeper-custodian. Of those offices visited 20% indicated difficulty in placement of graduates in this area. As stated previously the average age of the graduates, the seasonal nature of employment, and the low pay scale create placement problems for groundskeeper-custodian. Age statistics for this training group for the first two years indicate that 90% of the graduates were 18 years of age or older and only 10% were under 18 years of age. Completion dates for these groups reveal that one group graduated in May, two groups in June, two groups in December, and two groups in February. The only graduation date that could enter the seasonal employment picture would be the two groups which graduated in December of 1966. These two groups comprise 34% of all graduates in this training area. Contact was made with 39% of these graduates and indicated that 85% were employed with 57% in related employment. This compares favorably with the 82% overall employment rate for this training area as a whole and the 53% related employment figure for the entire groundskeeper-custodian graduate total. The hourly wage average for related employment is $1.46 and for unrelated employment $1.51 both of which are lower than the overall average hourly wage of $1.88 for all of the training graduates.

Analysis of those offices indicating placement difficulty with landscaper-custodian graduates reveal that 18% of these offices never referred to this training area and that the other 82% of these offices have referred only 14% of all prospective trainees to this area and have been responsible for placing 23% of all graduates of this area. Related placement for these 23% of graduates is an extremely low 10% average. Another interesting fact is that of the offices which are involved in placement problems for this area, six offices (East Liverpool, Hamilton, Lorain, Sandusky, Steubenville, and Toledo) were responsible for the placement of 76% of the graduates. Of these six offices, three are centers for Youth Opportunity offices specifically geared to job development and placement for the youth market.

All of these indications reveal the danger of survey statistics as a reliable source of information to validate the justification for existence of a training area. They also point out that supposed placement drawbacks such as age, wage rate, and seasonal employment patterns can be minimized by a conscious placement effort.

Tabulating machine operator. Placement difficulties with this training area were indicated by 20% of those offices contacted. The primary reasons given were non-high school graduates, lack of practical experience, draft status, and lack of openings in smaller community areas. Again a look at the facts reveal that over 77% of all graduates in this training field were also high school graduates, that 35% had completed selective service requirements or were rejected for service prior to entering MVVS, and that 43% of all referrals to this area and 47% of all graduates of this area were referred by local offices in the eight largest cities of the state. A comparison of related placement percentages for this area shows an overall related placement of 39%, a related placement figure for the eight major Ohio cities of 9% and a related placement figure for these offices under consideration of 16% overall. Two of the eleven offices that registered placement difficulty (Akron and Toledo) have referred 57% of those deemed hard to place, and have been responsible for placing 55% of these graduates, and have a related placement record of 12%. Is the quota system at fault requiring a selection and referral of 23 trainees from two offices for an occupation which permits only two of the 17 who graduated to be placed or is the job development and placement effort so small that only two graduates could be placed in related work in cities as large as is Akron and Toledo? Both of these cities have Youth Opportunity Centers each with a job development and placement unit. Both must go through a central city office for clearance on major market job openings and perhaps this is the stumbling block. Most jobs of this type would be with major employers and when an office that services adult needs and an office that services youth needs each requests a job order it doesn't take much clarification to determine the preference for other than youth applicants.

Baker. Placement problems for this training field were registered by 14½% of all local offices contacted. Again 25% of the complaining offices had no responsibility for placement since they had not referred to this area and the remaining offices had referred only 6½% of all trainees and were responsible for placing only 7% of all baking graduates. In fact only three offices had actually referred trainees who completed and therefore would require placement. It seems strange that there would be limited openings in this field for these particular offices which are all within a fifty mile radius of four of Ohio's largest cities. Each of these local offices are located in communities of reasonable size (68,932; 31,236; 14,432) where it would seem possible to find placement for bakers. All of the offices under consideration except one are located in six of the top eleven counties (considering population and retail trade) in the entire state. Thus it is difficult to conceive that openings for bakers are scarce. Age factor analysis for this training area shows that 8% of the graduates were under 18 years of age and 92% were over 18 years of age. Further 27½% were over 20 years of age. Discounting the draft status problem which affects all training areas, the age problem cannot be considered such a serious handicap in placement for this area.

Draftsman. Placement for this area was deemed difficult by 14% of the offices contacted. An interesting contrast exists for this occupational training since it is the only one of the five areas considered as high appeal to the prospective trainees which also was included in with those of placement difficulty. Even more startling is the fact that 98% of all drafting graduates were placed with 74% of these in jobs directly related to training. This is considerable better than any other of those areas under consideration in this section of the report. The lack of a high school diploma was mentioned as a job placement handicap and yet 87% of the graduates of the drafting training area were also high school graduates.

Of the offices which expressed difficulty 50% had not referred in this training field and the others had referred only 6% of all prospective students and were only responsible for placing 4% of the total graduates. Two of the five graduates which the 4% represents were actually placed in related employment.

Building maintenance. 13% of those offices contacted stated experienced difficulty with placement of building maintenance graduates. Again 29% had not referred trainees to this area. The remaining offices had referred 10% of the total referrals and were responsible for 12% of all graduates. Age factors are important in this training area since the responsibilities involved would require a mature and adult person for full acceptance of the maintenance program for a building and only 20% of the graduates were over 20 years of age. Training jobs in this area and job placement in areas related to this training would seem logical placement for those in the 18 to 21 age bracket. The apprenticable nature of these allied fields and the stranglehold control of entry into these occupations by various trade unions creates a statewide problem which is not easily dissipated.

Clerical training. Even though only 9% of the offices contacted registered placement problems with each of the two clerical training fields (accounting and general office), consideration must be shown since these offices did refer 18% and 13% respectively of all trainees and were responsible for 16% and 14% of the total graduates for each training field. An analysis of the offices experiencing difficulty is noteworthy since 77% of those graduates deemed hard to place were referred from and returned to such large cities as Alliance, Akron, and Massillon. Again 30% of the offices involved had no placement responsibility and two offices (Akron and Dayton) accounted for 68% of those graduates needing job openings. Again it is hard to believe that related employment for these job training areas is impossible though overall related placement rate for all graduates of these training areas is low compared to total graduate related placement.

Statistics cited in a later section of this report show related placement for the accounting clerks at 35% and general office clerks at 25%.

Other training areas. No discussion is needed for other training areas identified as placement difficulties since the remainder (cook, electrical appliance repairman, food service worker, and auto service station attendant mechanic) were so identified by less than 10% of the offices contacted and in each case the same offices were responsible for the placement of less than 9% of all graduates in each training area.

Summary of placement. An interesting comparison can be made between the list of course offerings for which placement is considered difficult, a list of those areas with the lower related placement records, and those areas in which quota fulfillment or delayed quota fulfillment have been experienced:

TABLE 2

COMPARATIVE SELECTION AND PLACEMENT DIFFICULTY OF SELECTED TRAINING AREAS

DIFFICULT PLACEMENT	RELATED PLACEMENT RATE	DIFFICULTY FILLING QUOTAS
1. groundskeeper-custodian	41%	YES
1. tab machine operator	39%	NO
2. baker	38%	YES
2. draftsman	74%	NO
3. building maintenance man	24%	YES
4. cook	35%	YES
4. accounting clerk	35%	YES
4. general office clerk	25%	YES
5. electrical appliance repairman	41%	NO
6. food service worker	60%	YES
6. auto service station attendant	48%	NO

Local office response seems to be a combination of personal opinion, placement problems, and recruitment problems. Are placement and recruitment problems true indicators of the validity of a given occupational training area for the youth market?

PLACEMENT PROCEDURES

The second part of the local office survey concerned itself with the placement procedures for graduates of MVVS. Two procedures were the most commonly used with both directly related to normal placement procedure in operation in most local offices throughout the state. The first practice, used by 36% of the offices, involved a planned interview shortly before graduation and then a phone contact with possible employers and establishment of an interview appointment for the prospective graduate upon graduation. The other most often used procedure was standard operation for 34% of all offices contacted. A graduate was referred for appointments with prospective employers just as any unemployed person would be. Variations of the above procedures were used by the balance of the offices with two noticeable differences. Two offices stressed and practiced personal contact with employers prior to referring a graduate for employment. This permitted ample discussion of MVVS and its training program. One office stated that referrals for interviews would only occur if an employer made contact with the local office requesting a skill attained by an MVVS graduate. Fourteen offices (25%) indicated that a job development unit to explore and encourage job possibilities for youth was in operation or in the final planning stages. Most of these were YOC offices. It was rather discouraging to be constantly answered when inquiring about graduate placement with the phrase "we use normal procedures" since the placement of trained youth is a relatively new task for many offices. The only encouraging situation was the youth center approach that involved a staff for youth job development, youth placement, and job preparation counseling. Even this was hampered by placing these 'activities' under an area supervisor and limiting the youth placement unit to the minor market. Facts remain facts - youth are an increasingly larger percentage of the total available work population and are in more direct competition than ever before with the adult labor force. Coupling youth and its vitality with job skills acquired through up to date and concentrated training will create stronger youth demands upon available job openings than ever before on the employment scene. Limiting job development for youth can only temporarily delay this eventuality.

Some problems encountered by offices in attempting to place graduates were mentioned often in the course of these interviews. Most commonly mentioned were:

1. graduate resumes are not detailed enough and often arrive too late to be an effective tool in helping develop a job possibility.
2. many graduates could be placed sooner with a higher rate of related placement if there was more acceptance of relocation for employment
3. graduates under 18 years of age are extremely difficult to place
4. a lack of practical experience is still a job handicap, particularly in some job areas, even with vocational training
5. selective service status of many graduates makes it difficult for employers to hire graduates who may be drafted within a year
6. a previous court record has proven to be a handicap in placing some graduates
7. the lack of a high school diploma still affects placement but the employer attitude is changing
8. the fact that employers are not aware of MVVS training or have insufficient experience with prior graduates causes an employer-acceptance problem
9. some graduates have insisted on high wages that are not commensurate with age, experience, and training

PROCEDURES FOR TERMINATIONS

Since nearly one out of every two referrals never completed training the third area of questioning centered around procedures used to follow-up on terminations when they return to the local community. It was revealed that:

31% of the local offices made no effort to contact returning referrals who had not graduated
27% contacted the terminate by mail or phone and attempted to assist in job placement or by referring to another type of job training
22% made only a phone contact to determine and verify the reason for termination
13% made both a phone contact and personal contact to determine the assisting role that was possible with the terminate
3½% attempted mail contact only for verification of termination cause
3½% considered other training possibilities before deciding on whether to contact or not and to determine type of contact (phone, in person, or mail)

Termination can almost always be traced to pre-referral or post-referral problems, misconceptions, or dissatisfactions so that the local office and training center share equally the possible responsibility for terminations. The effectiveness of either usually ends when a student leaves the program therefore this should be an area of maximum concern for both the referral agency and the training agency. The following report written in December of 1965 is indicative of the background of many such terminations and is as it occured and was validated by direct questioning less than a week after the incident occured.

CONFIDENTIAL REPORT NO. 6 - RESEARCH STAFF

CONCERNING: THE RECENT TERMINATION OF -

M---
J---
D---

All three of the above boys were referred by the --- Ohio local office and we had hardly settled in our seats when Mrs. --- expressed her displeasure with the above situation. All three referrals had spent less than a day (November 30, 1965) at MVVS. Mrs. --- was not aware of the real reason why the boys had terminated but had been notified by Mr. --- and he had indicated that the boys would not give him much information concerning their dissatisfaction.

We immediately made contact with M--- and with T---. We were unable to talk with J--- (T---'s twin brother) since he was not at home.

All three boys were living on the same road, in the very rural section of a very rural town, ---, which is south of the referring office. Certainly all of the pictures that enter your mind concerning Ohio's Appalachia area are appropriate for the home environment of these referrals. The typical shacks on the not unexpected gravel road through the usual wooded areas. At M---'s, M---'s brother was chopping wood in the side yard; at the D--- cabin, T--- was dragging cut to size logs up the hill from a ravine on the opposite side of the "shack". Obviously both cabins were heated by wooden stoves. Certainly it was obvious that these were young men we could help. They, and other members of the families, were friendly and responsive to my questioning. It was made very clear that there was no further interest in MVVS training.

Local office personnel had no conclusive information regarding the boys dissatisfaction because they had made no contact. Since the boys had not walked into the office, no effort had been made to follow-up and the usual "sit and wait" attitude was apparent. Whin I indicated that we intended to follow-up, we were only given a warning concerning the environment. I resented this because I found an impoverished but certainly not an unpleasant environment and I am developing a tremendous displeasure with some OSES personnel's "holier than thou" attitude toward the unemployed they are supposed to be dedicated to helping.

According to the information I received from each boy, whom I talked to at different times and places, I have been able to piece together the following story:

The boys, who had never been away from home were placed on a bus on Monday. Because the bus was an hour late, they missed bus connections in Columbus and were delayed and thus arrived in Youngstown at 9:30 P.M. They tried unsuccessfully to phone the school several times. Finally, at about 11:00 or 11:30 P.M. the boys went to the Youngstown police station since they didn't know what else to do. Phone contact was finally made with the school and the boys were told they would have to wait since there was no to come and get them. They were told that about 85 boys had arrived that day so they would just have to wait. And wait is what they did. They were at the police station until being picked up at 2:30 A.M. By the time they returned to the base and were issued bedding and retired, it was 3:30 or 4:30 A.M. The D--- boys were put in a room with another white boy who was new. M--- was placed in a room with a white boy and a Negro who had already been at MVVS for awhile. He did not hesitate to mention that he did not prefer rooming with a Negro. I doubt if he was asked his preference. Neither boy hesitated to deny that he would have preferred to have as little contact with Negroes as possible. But as usual our dorm group insists upon dealing in commodities rather than personalities. As you recall I had made a rather pointed recommendation concerning this problem after earlier interviews in this part of the state. Next, M--- suffered the indignity of being awakened at 5:30 A.M. for breakfast, even though he had gone to bed at 3:30 A.M. The D--- boys were awakened at 8:30 A.M. Again everyone was treated as a group and no consideration was given for the individual and his situation. Maybe we should let the dorm people change our terminology from dorm to stable and from trainees to cattle?

The D--- boys asked where to go for orientation and someone pointed next door. They went into 115 thinking it was the right place and there they talked to a dorm leader. The boys evidently complained and got this response: "I don't give a DAMN what time you got up, go to orientation in the gym." If this was Mr. ___, I suggest that a very thorough investigation be made concerning his attitudes and dealings with trainees since we have received many complaints concerning him from other trainees that we have interviewed.

T--- told me that he really didn't pay much attention at orientation because he had been preached to about rules and regulations when he was in school and that was why he quit school. Again I question our "mass herd" approach at orientation when it's only a basic information that is needed and certainly very individual attention and personal interest on our part. We certainly need a warmer and more personal welcome. It can't be done in an audience situation. The more grueling details of our school could certainly be put off until later in the week.

At lunch time the boys were exposed to a near fight between a colored and a white. That left an impression too. Couldn't the first few meals be exclusive for new arrivals? Do we have to have a "luncheon of terror" with the ferocious herd one of the experiences of the first day? Again, do we individualize as much as we say we do?

At this point all three boys had a meeting of the minds and decided they had had all of MVVS they were interested in. They promptly decided to beat a hasty retreat. They were of course referred to guidance. Could this be assistance too late after the damage is done?

According to the descriptions I was given, the boys must have talked to Mr ___ and Mr. ___. They were encouraged to stay but as they continued to express an interest in leaving they were given two choices - (1) a three day cooling off period at home, or (2) termination with unjust cause. Not much of a choice and certainly no solution to the problem.

All of the above was neatly capsuled on the termination papers by three words - "lack of adjustment". Three words which really mean little and one month from now even less. No one will remember M--- or J--- or T--- and certainly no one will be able to give any insight into the meaning behind those three little words.

The above situation was caused by several factors:

1. poor information concerning the school by local office personnel
2. atrocious treatment by housing
3. a lack of displayed interest in the individual person and his feelings and attitudes

How many of our over 200 terminations this year have been caused by similar situations of varying degrees I can't say, but I can say that the writing on the wall indicates we had better be more concerned with the human and his past experiences if we intend to do the job to which we are committed and dedicated.

SELECTION OF REFERRALS

The last two sections of the survey were aimed at attempting to determine the procedures used in selecting referrals and the agencies which have assisted local offices in finding possible candidates. The standard procedure used by 46% of all offices revealed a pattern of determination of training need, personal interview, testing, and a counseling-information session usually including parents as well as prospective referrals. 17½% of the offices customarily used a search method identifying possible referrals from the TR 580 file which was followed by phone contact leading to an interview--information session only occasionally with the parents involved. The least involved procedure of simply testing those identified as possible candidates and then a brief presentation of data on the school was practiced by 18% of the local offices. The remaining offices used a much more elaborate and involved screening procedure. Normally these were Youth Opportunity Center offices where a large enough staff was available to do a more detailed preparation for referral. 18½% of all offices contacted were in this catagory and would normally interview the prospective trainee and arrange for a testing session. After testing had been completed a counseling session would be held to determine a possible area of training. Arrangements were then made with the Bureau of Vocational Rehabilitation to provide a general medical checkup. If complete clearance was possible for referral then a final informational session was held with the candidate and his parents to present a full picture of the training center. This is by far the most involved and best method of referral screening in use. Naturally a process this involved and spread over three or four days could only be accomplished by those offices which had an adequate sized staff.

Most local offices received assistance in locating possible training referrals from many community agencies. Over 60% of the offices had established close working relationships with the public schools, welfare agencies, juvenile court authorities, and the Bureau of Vocational Rehabilitation. Most referrals from local agencies came from the above mentioned four but the following agencies were also frequent sources of possible candidates - church organizations, the selective service boards, Urban Leagues, the YMCA, city and county public officials, and community houses. A few offices received possible training selections from Community Action Councils, civic service clubs, the Chamber of Commerce, employers, Neighborhood Youth Corps, the NAACP, orphanages, the Veterans Administration, and guidance clinics.

Since the complex procedures of placement and follow-up were not without problems so too the selection and referral process has created problems for local offices. The two problems mentioned most often by a majority of those offices visited were a shortage of personnel and the present quota system.

The tremendous task of selection, testing, counseling, referral, placement, and follow-up usually became the task of one person in most local offices. This places a heavy burden upon this one person. Unfortunately these people openly admitted an inablility to do as effective a job as desired. Many felt that the availability of a qualified counselor, more BVR personnel for medical screening, less involvement with follow-ups, and more clerical assistance to handle the unbelievable amount of paper work required by this operation would certainly permit a more thorough and acceptable completion of the task assigned.

An interesting comparison can be made between local office A which has referred 84 trainees and has been responsible for placing 34 graduates and local office B which has referred 80 trainees and been required to place 31 graduates. (Refer to Table 3). Even though office A represents a smaller community, has a staff of only two working with youth programs contrasted to a staff of 15 which will be increased to 19 for office B, and had a smaller percentage of graduates in the easier to place occupational areas, its overall placement percentage, though comparitive, represents a better related placement record. The personnel involved with office A could also converse at length about each trainee and his present employment without reference to filed information which was incidentally more current and complete than that of office B.

The present system of quota assignment for referral came under heavy criticism. Every office visited mentioned some problem with quota fulfillment. Most often mentioned as creating a problem was the waiting period between trail determination of possible candidates for training and the receipt of quota assignments

TABLE 3

SELECTIVE LOCAL OFFICE COMPARISON

	Referrals	Graduates	Percentages	Terminates	Percentages	GRADUATE PLACEMENT											Size of Youth Staff
						Related	Percentage	Unrelated	Percentage	Unemployed	Percentage	Other	Percentage	No data available	Percentage		
OFFICE A	84	34	40%	50	60%	8	23%	6	18%	4	12%	4	12%	12	35%		2
OFFICE B	80	31	39%	49	61%	4	13%	9	29%	2	6%	3	10%	13	42%		15

POPULATION FOR -

CITY A	82,723
CITY B	113,631

OVERALL PLACEMENT - including related, unrelated, service and other miscellaneous placement considerations:

CITY A	53%
CITY B	52%

*Percentage of referrals from difficult placement areas -

CITY A	51%
CITY B	52%

Percentage of referrals from easy to place training areas -

CITY A	38%
CITY B	35%

*Percentage of graduates from difficult placement areas -

CITY A	56%
CITY B	55%

Percentage of graduates from easy to place training areas -

CITY A	26½%
CITY B	39%

*does not reflect drafting figures which are included in easy to place totals from Columbus and also the waiting period between work-up of a referral and the actual referral for training. Youth often lacks stability or long range goal planning and mind-changing is a particular problem. Over 14% of the local offices even complained of receiving quota notices later than the actual starting dates of training courses. 22% of all offices registered concern with being assigned a quota that was not requested and which consequently could not be filled or inversely not being assigned a quota where possible candidates are available. Heavy criticism was also leveled at the system for replacing or completing training groups after a starting date. Again the frequent complaint was of receiving a request for two or three referrals to be sent out as soon as possible, working to get these referrals ready, and then calling MVVS and discovering the openings were filled by other offices since customarily these calls go out to more than a few offices. Offices also felt that being given an assigned quota for an area in which placement will not be possible is foolish.

In addition to the above complications local office personnel find the job of selection and referral further complicated by unfavorable criticism of MVVS which has been spread by boys who have dropped from the program. With one out of every two referrals terminating or being terminated from those being sent, most communities have as many youth criticising MVVS as there are those praising the center. Prospective candidates and even OSES personnel find it hard to determine and sift actualities from exaggerations and untruths. Often permanent damage has been done and a youth in need of training is not even willing to discuss MVVS as a possibility. Most office managers had visited the center but comparatively few of those responsible for referring have been able to do so. Coupled with no on site knowledge of the program, MDR's find themselves with a dearth of written material on the program. Most had out-dated and rather sketchy outlines of training fields but little else. Local personnel were most curious about the typical training day, the housing program, the orientation procedure, the system of evaluation, and the policies and procedures for transfers between vocational sections. After the field work for this survey had been completed an informative brochure, created jointly by the training center and OSES personnel was made available to the local offices. It presents a useful tool in interviewing and preparing a student for entry to the MVVS training program.

OTHER COMMENTS

The primary purpose of the local office survey was to uncover data in the areas covered in the entire proceeding section of this report. In addition some offices expressed concern with some current practices. Specifically there are:

1. the one year period which must occur between high school dropout and entry to an MDTA training program to be eligible for an allowance (this has since been discontinued by MDTA amendment)
2. the limitations of a $10.00 maximum on travel allowances which penalizes the students who live the farthest and reimburses fully those who live the closest to the training center
3. the policy which required that those boys on probation at the time of referral be dropped from parole before entry (this has also been altered since the survey was completed)

When asked how the training program could be helpful to the local office the most frequent responses were:

1. keep the boys in training until the completion of a course - the number of terminations is discouraging
2. establish better communications between school and local office
    a) more information on the program
    b) progress reports periodically as referral proceeds through training
    c) immediate notification of training area transfers and terminations
    d) more complete resumes and enough in advance of graduation to make them useful
    e) copy of training certificate for the local office files
3. include in training pattern information which will help the graduate succeed in employment interviews and pre-employment tests administered by employers
4. aid trainees in completing requirements and securing the high school equivalency test if eligible
5. provide a temporary loan fund for trainees who find themselves stranded occasionally and not financially able to return to the training center
6. establish a driver education program since the inability to drive is a serious job handicap

Most local office referral personnel mentioned a noticeable change in returning graduates especially in terms of maturity, employment acceptability, and personal appearance. Almost all graduates returned in a much improved position for employment. Most returning graduates praised the educational program and particularly the quality and interest of the instructional staff and also were favorable in their opinion of the effects of the residential dorm life upon themselves. Most of the complaints expressed by the same graduates centered around some of the problems inherent in a residential center. Namely these were:

1. the threatening, bullying, and stealing by other trainees
2. the quantity and the quality of the food
3. the Negro-white or large city - small community conflict
4. the social exposure to other trainees with criminal records, homosexual tendencies, or other social problems
5. the limited recreational program
6. difficulties and misunderstandings regarding the allowance system

In spite of the above complaints most referral officers could still say what was so ably stated by a large city MDR. "Mahoning Valley Vocational is better equipped because of its residence program to do more than just training - personal problems and around the clock counseling. Your dropout rate is probably less than local programs. All comments of graduates are favorable. Something you are doing is better than local programs because placement and job reports seem to be better."

All local offices that had referred trainees to the first years program were visited except Marietta - 445.0. The local survey included:

Akron	YOC
Alliance	011-0
Ashtabula	031-0
Barberton	043-0
Bellefontaine	059-0
Bridgeport	098-0
Cambridge	122-0
Canton	YOC
Chillicothe	153-0
Cincinnati	156-0
Cincinnati	YOC
Cincinnati (Batavia)	156-1
Cleveland	YOC
Columbus	173-5
Columbus	YOC
Coshocton	184-0
Dayton	200-0
Dayton	200-3
Dayton	YOC
Defiance	203-0
East Liverpool	223-0
Elyria	235-0
Findlay	248-0
Fostoria	256-0
Fremont	263-0
Gallipolis	267-0
Hamilton	308-0
Ironton	349-0
Jackson	351-0

Lancaster	383-0
Lima	399-0
Logan	409-0
Lorain	411-0
Mansfield	440-0
Marion	447-0
Massillon	455-0
Middletown	472-0
Mt. Vernon	511-0
Newark	526-0
N. Philadelphia	546-0
Painesville	598-0
Piqua	620-0
Portsmouth	635-0
Ravenna	646-0
St. Marys	688-0
Salem	690-0

Sandusky	693-0
Sidney	717-0
Springfield	742-0
Steubenville	746-0
Toledo	YOC
Warren	809-0
Warren (Niles)	809-1
Washington C.H.	813-0
Wooster	861-0
Youngstown	YOC
Zanesville	872-0

(no referrals 1964-65
and not visited)

Bowling Green	909-0
Greenville	301-0
Wauseon	816-0

TABLE 4

LOCAL OFFICE SURVEY FORM

1. Are there any areas of need that we could offer training in at M.V.V.S. that we do not do at the present?

   COMMENTS: ____

2. What procedures do you use for placing M.V.V.S. graduates?

   COMMENTS: ____

3. What procedures do you use to follow-up on M.V.V.S. terminates?

   COMMENTS: ____

4. What screening procedures do you use for selecting possible referrals?

   COMMENTS: ____

5. What agencies refer prospective candidates to you?

   COMMENTS: ____

CHAPTER V

YOUTH OPPORTUNITY CENTERS

The creation of the Y.O.C. office network in Ohio has probably been one of the brightest spots in employment services rendered by the Ohio State Employment Service to youth. These offices are deemed so important that this section of the report is devoted entirely to candid reaction resumees written for each office shortly after our research team visited, talked and worked at these offices. Unfortunately it will not contain comments on the Southeastern Ohio mobile Y.O.C. or the Lorain Y.O.C. since these centers were not in operation at the time of our field work in these areas.

Each local office was visited first on the following dates though usually we were in these communities for almost two weeks or more and used these offices as a center of our local follow-up operations.

CINCINNATI YOC - OCTOBER 18, 1965

If the Cincinnati Youth Opportunity Center is an indication of things to come in regards to local office youth selection, referral, and placement it will very definitely receive high praise and tend to enhance youth programs in Ohio.

Up until we visited this center we had visited local offices which were hamstrung with a lack of personnel to carry out the heavy demands of recruiting for Job Corps, MVVS, Jackson and other local programs. One person was ordinarily assigned the total load and was being spread much too thin.

The services which can be rendered by a YOC which is properly staffed, as the Cincinnati YOC hopes to be are countless.

The intentions at this YOC are to be staffed with enough personnel to locate, counsel, refer, follow-up, and place Cincinnati area youth. This will require the services of at least eight in-service counselors and eight out-service counselors. The in-service counselors would, along with the youth advisors, handle the interviews and counseling within the YOC office while the out-service counselors will work in the field in the Cincinnati area, searching out possible candidates.

If a large enough counselor staff is available then each boy can be assigned to a particular counselor who will work with each case from the initial contact until job placement has been successfully fulfilled. This enlarged staff will also be able to complete follow-ups on youth who terminate from training programs prior to completion.

The YOC is making contact with every organization that works with or comes into contact with youth through the use of personal or phone contacts and mailed informational flyers. An arrangement has also been made with the Cincinnati Board of Education so that drop-outs bring a referral card to the YOC upon leaving public education. Plans are being formulated for enlarging the youth job placement staff and adding a job development section which can work in the area of community contact and serve as an advisory and steering committee. This last is considered essential.

DAYTON YOC - NOVEMBER 8, 1965

The Dayton Youth Opportunity Center is presently under the administration of Mr. William Bowman and Mr. Stephen Joy has been temporarily assigned the responsibility for MDT programs.

This YOC has eight general areas of organization. These are:

1. Administration
2. In-take interviewing
3. Selection and referral
4. Counseling
5. Testing
6. Placement
7. Research and statistics
8. In the field personnel for search and follow-up

The total staff at this office will eventually be thirty five persons. We were informed that all of the Ohio YOC's are in the organizational stage and many changes can occur. No definite structure is assumed and attempts will be made constantly to keep the centers flexible enough to determine the form of operation best suited to meet the needs of Ohio youth.

The Dayton YOC is currently in the process of contacting all previous trainees of MVVS through the use of four field interviewers. During the summer teachers were hired and made 114 contacts with schools, churches, and other community youth agencies in order to publicize the youth programs available to the young people of the Dayton area. The first referrals made to our program were for Project 5186. Two boys were referred by the Dayton YOC to Accounting Clerk and three to General Office Clerk. They reported for training on November 15, 1965.

Mr. Bowman stressed over and over again the value of placing referral emphasis upon those applicants who can most benefit from MVVS training. In some areas of training it is difficult to decide which of the available boys need the training the most. He pointed out that since MVVS requires a ten day notice on referrals these ten days are a crucial period. Youth change their minds so often that overnight, plans can be completely altered. For this reason each referral has an alternate.

Mr. Bowman also pointed out that since the local office has the responsibility of placement it should decide as to the areas of referral. In this way it can be assured of placement for a referral once training has been completed.

The YOC has a research and statistics department which will assist in immediate follow-up on terminations.

In its search for referrals many contacts will be made in the community and this office feels that there are many possible referrals they will have to search out. Contacts have been made and will continue to be made with boys' clubs, youth agencies, BVR, other local OSES offices, public and private schools. All school dropouts will be contacted.

Mr. Bowman made an interesting statement concerning our program. He states, "MVVS was the start of Job Corps - it initiated the Job Corps concept."

COLUMBUS YOC - DECEMBER 14, 1965

The Columbus Youth Opportunity Center is temporarily under the administration of Mr. Ferguson, and Miss Mary Preston has been assigned the responsibility for MVVS referrals.

In a brief interview Mr. Ferguson mentioned that he is the Person-in-Charge of placements for MDTA graduates. He stated that this center contains a lack of experienced personnel, as do other centers throughout the state, and the centers as of yet haven't obtained their objectives.

Mr. Ferguson pointed out the following procedures used in placing MVVS graduates. These are:

1. An IOC is made out containing a brief outline of the trainee's background and qualifications, including the training and the trainee's attitude.
2. Calls are made on various employers attempting to sell the trainee to the employer.
3. An interview is set up with the employer prior to the trainee's graduation from MVVS.
4. All MVVS graduates are counseled at the YOC and in the event a related opening cannot be found then the placement center will find a stop-gap job until a related opening occurs.

The YOC has six areas of organization. These are:

1. Selection and referral (also placement)
2. Intake unit
3. Counseling unit
4. Testing unit
5. Research and statistics unit
6. Follow-up unit

The Columbus YOC is currently in the process of contacting all previous trainees of MVVS through the use of three community workers who make personal contacts with both terminates and graduates.

Miss Preston stressed the fact that there is too much of a time lapse between a referral interview and the time she receives her quota. Many referrals are lost because they either change their minds or are drafted into the service. An idea of hers was to send the quotas out to each local office at least two full weeks in advance for the following reasons:

1. some boys need to buy clothes
2. some boys need to take physicals
3. arrangements must be made with BVR

A letter should also be sent stating the number of referrals each office is to send to MVVS plus a stipulation mentioning the fact that if there are any extra referrals, please notify.

This YOC makes many contacts with several agencies throughout the Columbus area. Contacts are made with BVR, various community agencies, church organizations, Juvenile Court, Child Welfare, public school authorities and TICO.

TOLEDO YOC - JANUARY 17, 1966

After the initial shock and hurried analysis of my reactions, I attempted to determine why this YOC didn't seem to compare with those visited in Cincinnati, Columbus and Dayton. As I thought more about the office, found out more about the organization, and met some of the personnel, I realized the problem. Someone took the usual office operation, transferred it to a new building with old line staff, infiltrated some new blood, (who are seemingly openly resented), attached a new title, strategically placed some iron handed supervisory personnel and said - look what we did. Really wasn't much - the old package with new trimmings.

It was strange to meet so many people who were so uncertain about what it was they were trying to do.

As far as I could ascertain, the general areas of responsibility were:

1. Administration
2. Placement (with certain assigned responsibilities for selection and referral, research and statistics)
3. Counseling (office counseling, out-station counseling, interviewing and testing)
4. Clerical
5. Youth out-reach

Questioning revealed that there was really much double talk concerning some areas of responsibility but in reality no existence of research and statistics, follow-up, out-reach, cultivation of job openings for youth, follow-up on placement referrals, or job development. Records had not been concentrated here but were still spread among other offices and it took personnel several hours to even find the 511 cards for those whom we were attempting to follow-up. We finally visited another office to get the other missing cards - about ten. There were no files on these boys and worse yet nothing was up to date. The last entry on many of the cards was: 7/1964 - "received call that opening of MVVS has been postponed." I don't think that the Toledo YOC could give accurate information on this year's referrals let alone bring us up to date on boys from last year. I should have realized this when early morning phone calls to recent graduates indicated that they preferred using the services of another local office rather than the YOC to secure a job. Or when the placement supervisor informed me that he had referred several recent graduates to the local IBM office for employment and they had not been hired because the employer said they weren't qualified and the placement supervisor couldn't tell me in what way they weren't qualified.

The selection and referral operation differs from smaller office screening procedures only in the division of various steps among different personnel. The community referral agencies mentioned as sending likely candidates to the YOC did not differ from the usual even though this office supposedly has staff members assigned to go out and search.

The entire operation suffered from comparative newness, entrenched standard practices and poor mechanical operation. The staff seems with a few exceptions, to be interested in youth work but no one seems to have clarified the role each is to play. The iron-hand of control seems to deter many from performing as it should be expected. I couldn't help the feeling I had that some office personnel cowered under the watchful eye of someone whom it was not wise to cross.

It was mentioned that the placement in the Toledo area would be easiest for a graduate of auto mechanics, auto body, baker, cook, and machine operator since these are in greatest demand. The placement of cooks is difficult because of the non-acceptance of the low wages in comparison with other employment fields and also placement of machine operators due to the fact that this is a trade which requires apprenticeship in the Toledo area. Placement in other areas has been difficult either due to low wages or in most cases due to lack of demand.

To summarize, this YOC was an extreme disappointment to me in comparison with others and in comparison with the YOC concept explained to me by central office personnel on a recent trip to Columbus.

YOUNGSTOWN YOC - FEBRUARY 17, 1966

The Youngstown Youth Opportunity Center is under the administration of Mr. Olin J. Gabriel and Mr. Wendell Atkinson has been assigned the responsibility for MVVS referrals.

There were seventy-five referrals from the Youngstown office in Project 286. Forty-nine were graduates and twenty-six were terminates.

Mr. Olin J. Gabriel stated his office is presently staffed with twenty-five personnel. The following are the areas of organization:

1. Administration
2. Intake
3. Placement
4. Selection and referral
5. Testing
6. Counseling
7. Research and statistics
8. Follow-up

Mr. Wendell Atkinson pointed out the following procedures used in placement of MVVS graduates. They are:

1. An IOC is made up containing a brief outline of the graduates background and qualifications.
2. Placement unit attempts personal or phone contacts with employers attempting to sell trainee to the employer.
3. An interview is set up between the employers and the graduate trainee prior to graduation.
4. All graduates are counseled and if no training related job is available then an attempt is made to place him in a temporary job until an opening can be found.
5. In the event a training related job cannot be found the graduate is then counseled again and may be considered for re-training.

Procedures used to follow-up on terminates are:

1. A trainee terminated with good cause is contacted periodically by personal or phone contact. An attempt is made to find out how much training he has received and possibly place him in a job. If the terminate is interested in re-entering he may be considered for training in the future.
2. A trainee terminated without good cause may be contacted by phone and if he is interested and shows some motivation he too may be considered for future training.

The procedures used in selecting possible referrals are similar to the ones used by other YOC offices throughout the state. Mr. Atkinson mentioned that he personally watches the referrals very close and that he takes into consideration four important factors before selecting a referral to MVVS. These are:

1. Recommendations from the counseling unit
2. The GATB test scores
3. The boy's attitude and motivation
4. The outcome after seven personal interviews

Also mentioned was the fact that the personnel at this YOC do not attempt to paint a rosy picture of MVVS to the possible referral. They try to give him a realistic picture of what to expect once he arrives at MVVS.

This office handles referrals to other projects besides MVVS. Some of these:

1. Choffin Vocational School
2. Job Corps
3. Neighborhood Youth Corps (boys out of school)
4. Local MDTA programs

Mr. Atkinson mentioned that quotas have been filled very easily but the Youngstown office doesn't get enough quotas in areas which are in demand in this Youngstown area. Presently there is a great back log of candidates for welding, auto mechanics, auto body and machine shop. Graduates in the above named areas can easily be placed in this area.

In its search for referrals many contacts are made with various agencies throughout the local community. Contacts are made with BVR, Welfare, Social Security Administration, church organizations, settlement houses, school administrators, community workers, courts, and the mayor's Human Relations Council.

AKRON YOC - MARCH 3, 1966

The Akron Youth Opportunity Center is temporarily under the administration of Mr. Charles Brunstine, who is also the manager of the Chillicothe local office. Mr. Paul Hawkins, who is Training Project Specialist, and his assistant, Mr. Robert Lusk, have been assigned the responsibility for MVVS referrals.

Mr. Brunstine stated that his office is presently staffed with thirty personnel since it began operation in September of 1965 and within a week, two more counselors will be added making a total of thirty two.

Many of the personnel are presently still enrolled in numerous training programs thus making the YOC understaffed at various times.

The following are the areas of organization:

1. Administration
    a. clerical staff
    b. community relations representatives
    (speaks to the community about MDT programs)
    c. labor market information
    d. staff supervision
2. Applicant Service Supervisor
    a. in-office counselors
    b. out-service counselors
    c. testing
3. Intake Service Supervisor
    a. youth advisor
    b. community workers
    c. reception
4. Placement Training & Job Development Supervisor
    a. training and selection
    b. placement and job development

Job development and job orders are now handled by a new set-up called the Central Order Control, which began operations on Feb. 25, 1966, and is an experimental project among the Akron local offices. This unit is under the supervision of Area Manager, Mr. West, and is located in the I & S office. It is the first of its kind in the state of Ohio and completely on a trial basis. All job orders go to this unit and its function is to distribute job orders to the other offices in Akron since the objective is to better coordinate the efforts of all four of their local offices spread out within the city.

Procedures used in placing MVVS graduates:

1. An IOC is received containing a brief outline of the trainee's background and qualifications.
2. Phone contacts are made with employers within the Akron area attempting to set up interviews for the graduate prior to graduation.
3. In the event there are no related openings the trainee is considered for re-training.

The procedures used to follow-up on MVVS terminates are:

1. Phone contacts are attempted after the office receives termination papers from Columbus
2. Counselors will go out into the field and attempt personal contacts.
3. An attempt is made to find employment for the terminate.
4. Terminates may be reconsidered for re-training, depending upon the nature of cause for termination.

The procedures used in the selection of referrals are again similar to the ones used by other Youth Opportunity Centers. Mr. Hawkins mentioned that he watches his referrals closely. Attempts are made to refer only a boy who is interested in wanting to better himself by further training. Factors taken into consideration prior to referral of a trainee to MVVS are:

1. Trainee's interest
2. Will the trainee benefit from training at MVVS since he will be leaving his environment?
3. Trainee's motivation
4. GATB test results
5. Recommendations from counseling

Mr. Hawkins claims he has very good working relations with the individual in charge of the OSES office at MVVS. Often he has had trouble filling his quota and he would call Jim Jones to notify him and the remainder of the quota would be filled elsewhere. Originally a trainee was talked into going to MVVS but now it is much different. Only boys who are interested are referred. He feels the reason why there is a problem in filling quotas is due to the following reasons:

1. The selection of only interested boys being referred to MVVS
2. The offerings of local MDTA programs
3. The offerings of local OJT and apprentice programs
4. The possible referrals failure to meet the requirements for youth allowances

In selecting a referral with a court record these are various factors taken into consideration:

1. The period of time lapsed since the offense
2. The nature of the offense
3. The boy's interest
4. The boy's release from probation

Presently there is no backlog of referrals for MVVS. The reason seems to be that many boys interested in MDTA training are waiting for the local MDTA program to start here in the city of Akron, whereby they can live at home and receive their training.

There are many contacts made with various referring agencies within the city of Akron. There is a public relations man who makes various speaking engagements pertaining to the various types of training for which the YOC refers. Contacts are made with the Community Action Agencies, Urban League, YMCA, Board of Education, courts, church organizations, BVR, Welfare, newspapers, Lions Clubs and the Chamber of Commerce.

The Chambers of Commerce of Akron and Barberton have set up a fund for clothing to be bought for individuals who come from needy families and are to attend training at MVVS. The Lions Club of Akron has also allowed the purchase of 20 pair of glasses per year for individuals who are in need.

Some of the reasons for the inability to secure employment in the Akron area are:

1. draft status
2. lack of a high school diploma in some areas of employment
3. physical handicaps
4. court records
5. under 18 years of age
6. lack of experience
7. trainees attitude and character

Too many trainees graduate feeling they should start into the employment market at the highest wage scale instead of at the bottom and eventually working themselves up (many employers have commented about this to the YOC). The attitude seems to be "what can this company do for me, instead of what can I do for this company."

Areas of employment demand:

1. Machine operator, general
2. Combination welder, fitter
3. Sheet metal assembler
4. Stock clerk
5. Auto service station attendant
6. Auto body repairman
7. Good assembly men (bench & floor)
8. Plating

Suggestions as to the areas of need which may be offered in the future at MVVS:

1. Sewing machine maintenance and operation
2. Factory maintenance
3. Machine maintenance repairman and assembler
4. Upholstering and wood refinishing
5. Plating

CLEVELAND YOC - MAY 2, 1966

The Cleveland Youth Opportunity Center under the direction of Mr. J. Edward Dickerson, is located primarily on the third floor at 799 Rockwell in downtown Cleveland and was opened on December 1, 1964. The office is active and quite busy with an average of fifty to seventy-five youth serviced on any given day. Our work was on a Monday when the normal load could be expected to be over one hundred since the office is experimenting with office hours until 8:00 P.M. on Mondays and Thursday. Once full staffing and full training have been achieved, community awareness of these late office hours will be achieved through full scale publicity. This is the first YOC office where an experiment such as this was in existence, and since many youth in need of training are actively engaged during the daytime hours this is a commendable procedure. I had occasion to be in the YOC office on one such evening and it is obvious that even without full scale publicity this program will be successful. The activity, though on a lesser scale, was still apparent. I would approximate at least 40 youths were assisted by this office in one fashion or another during a three hour period.

This office was staffed with about seventy-five people, exclusive of administration, divided into three main areas of responsibility:

1. In-take service
    a. youth adviser contact
    b. community worker contact
2. Applicant service
    a. counseling
    b. testing
3. Placement
    a. job placement
    b. job referral
    c. job development
    d. training selection and referral

Most workers assigned to selection and referral are permanently assigned other responsibilites and there is much multi-sharing of various office responsibilities. It was felt that additional staff should be added to function as placement interviewers or social workers. Two-thirds of the entire staff was new to youth work and the staff was largely female. Over 75% of the group are recent college graduates in areas related to youth work.

An impressive amount of out-reach and community work was in progress by staff members of the YOC. Some were involved with an experimental out-station mobile unit which was attempting to carry OSES services directly to the residents of selected areas of greater Cleveland. This unit functions as an in-take center and applicants are referred to the central office for counseling and testing. YOC involvement is essential since one out of four applicants at the mobile unit is in the youth category. An out-reach branch of the YOC to serve all ages and to be staffed by thirteen or fourteen OSES personnel is to be opened in the Hough-Glenville area of the east side of Cleveland soon. Four community workers (two of whom are assigned to the mobile unit) spend afternoons and evenings seeking out and establishing contact with youth. Three personnel are assigned out-station responsibility for the Cleveland Neighborhood Youth Corps, and greater Cleveland neighborhood centers, opportunity centers, and schools. This includes an experimental career-occupation information course being taught at East Tech High School. Two out-reach counselors are assigned responsibility for the Cleveland Manpower Development Center and also the Selective Service Induction Center to confer with draft rejectees from all of northeastern Ohio.

Most of the entire staff works cooperatively to develop public relations ideas although it is hoped this can become a regular position. All types of media are used to publicize the services available and in particular television and the Cleveland press. A particularly effective program in progress was the "Youth Hot Line" - a special phone number for school age youth seeking assistance with summer employment.

In discussing training for disadvantaged youth Mr. Dickerson stated, "The key word is employability, not placement. The main effort should be directed at getting a youngster ready for the job market so that he can compete. Training for employability must be the key with programs to meet the needs of youth."

The cooperation extended to the YOC by a long list of community agencies gives the Cleveland office an advantage over the other YOC's visited.

The one draw-back to effective youth work was expressed as not being permitted to contact employers and develop job orders. Job orders must come from other offices and contact can be made with employers only through permission of OSES offices in that area. Youth can register at any office for placement aid and usually only the more difficult to place are sent to the YOC offices for any assistance.

Assistance programs available to Cleveland youth were numerous. The local MDTA youth program had over 600 in training for 15 vocational trades, OJT programs accounted for 700 trainees, Neighborhood Youth Corps with 1800, Urban League-MDTA apprentice and technical programs had enrolled 1250, and work study programs were providing training for 700 including 500 previous school dropouts. Coupling the selection recruitment of these programs with that for MVVS and the Job Corps creates an enormous task for this office. Certainly the most demanding of any office in the State of Ohio. All leads to keen referral competition since the youth most in need are not predisposed to training.

In an interview with the MDR relative to the demand for youth by so many training programs and MVVS's standing in the competition he stated, "MVVS's reputation has spread and employers are more ready to hire them than local graduates. You are making headway in making them more socially acceptable. You can help when needed because they are there in residence. MVVS was the forerunner of Job Corps."

In summary, the quantity and quality of work being accomplished and planned by this office make it Ohio's outstanding youth office.

CANTON YOC - MAY 9, 1966

This office was the first where I had an opportunity and invitation to attend an office-wide staff meeting. The high level of interest in the youth work activities of the entire staff and their interest in learning more about the program at MVVS showed an exhibited intenseness and commitment to more than just a job.

Under the able managership of Mr. Jellel this office is divided into three major areas of responsibility with a staff of fifteen. The largest section is the intake, placement and training section consisting of a supervisor, youth advisor interviewer, a job development interviewer, community worker, training specialist, two selection and referral interviewers, and a receptionist-clerk. Another section is primarily responsible for the counseling and testing and includes a supervisor, three counselors, a counselor-test administrator, and a test technician. The smallest group works in the area of out-reach and follow-up and includes a community relations representative, a statistical clerk and a secretary. The community relations representative visit local community agencies and industries promoting training programs.

This office has major responsibility for recruitment for MVVS, Job Corps, local MDTA multi-youth program training in eight occupations, and an Urban League-MDTA sponsored OJT program.

As with other YOC's this office too must go through an area office for major market job openings and even further, youth can obtain assistance at any local office not just the YOC office.

This office placement section was making an all out effort to determine reasons why youth applicants were turned down by employers if this happens. The results of this study over an extended period of time could prove to be very useful.

One of the best suggestions to improve the total activity involved with a particular referral was made by this office. It was suggested that a file be established for a boy at the local office and that this file be sent to the training center where it would be added to and then returned to the local office at graduation time. This cumulative approach would put valuable background information on each candidate at the disposal of all who assisted him and would be an effective usage of background data. It would also make each counselor anywhere along the line as current as possible.

Although this office was relatively new, its staff as of yet mostly are inexperienced in youth work, and its referral system not yet in high gear, the enthusiasm and outlook were impressive and indicative of a successful venture.

YOC SUMMARY

Impressive as the YOC set up is, it has two major drawbacks to complete effectiveness. It would seem that since these offices are strategically located throughout the state a more sensible usage would be on a regional basis as a central office for all youth activities in which the OSES is involved and not just with the youth in the city where the office is located. In our extremely mobile generation this would seem to be a possibility. Another disappointment was with the restrictions placed upon these offices in the area of job development and job placement. With youth becoming an increasing percentage of the available labor force and an increasing percentage of those unemployed can we afford this prosaic approach?

If the research team were asked to rank YOC offices in terms of effectiveness and fulfillment of established goals at the time of the visitation to the Cleveland office would rank first followed closely by Canton, Youngstown, and Cincinnati. Next in line would be Columbus, and Dayton followed by Akron and at the very bottom of the list would be Toledo.

CHAPTER VI

FAMILY SURVEY INTERVIEWS

The major intent of the family interview form (Table 6) was to gain insight into a more or less second person view of the MVVS training program. It was possible to complete a 41½% contact with either a member of the trainee's family or an immediate friend. A breakdown of actual percentages for those who graduated and those who terminated can be found in Table 5. The figures might indicate that a greater effort was made to contact families of graduates, but with the exception of trainees who did not report or stayed one week or less whom we usually did not make an attempt to follow-up on, all families were considered in each contact area of the state. In some situations contact was not possible because, even though we normally had interview hours in the morning, afternoon, and evening periods many family members were not at home even after repeated attempts. Many attempted contacts concerned families who had moved from the area we were working to areas of the state we had already visited or out of state. Mail contact was frustrated by the usual lack of a forwarding address. Occassionally the pressure of time did not permit all of the contacts we had hoped for. This was particularly true in the more sparsely populated portions of the state.

TABLE 5

PROJECT 286
FAMILY INTERVIEW CONTACT

STATUS	GRADUATES	TERMINATES
Interviewed	255 (57½%)	102 (24½%)
Unable to contact	185 (42%)	312 (75%)
Refused to be interviewed	2 (½%)	3 (½%)
Totals	442 graduates	417 terminates

TABLE 6

FAMILY SURVEY FORM

1. Relationship to trainee: _____ Mother _____ Wife

_____ Father _____ Other __________ (Specify)

2. Educational background of parents: Mother _________ Father _________

3. Job status of parents: Mother _________ Father _________

4. How long in Ohio? _________ At present address? _________

5. Your reaction to MVVS:

   a. selection/referral _________________________

   b. housing _________________________

   c. training _________________________

   d. allowances _________________________

   e. placement _________________________

6. Did trainee have a car prior to MVVS? _________ During training? _________

7. Did you help trainee financially while at school? _________________

8. What did your son like most about MVVS? _________________

____

Least? _________________________

9. Did he have any continuing complaint about the school or parts of it? _________

____

10. What would be your son's general opinion of MVVS? _________________

____

11. Was he a problem to you prior to attending MVVS? _______ Since? _________

12. Did you attend graduation ceremonies? _______ What did you think of them? _____

____

*13. What reason did your son give for leaving the program? _________________

____

*only asked of terminates

PERSONS INTERVIEWED

Of those interviewed 60% were the trainee's mother, 12% were trainee fathers, 4½% of the interviews were with both parents, 6½% were trainee's wives, 15% were other relatives, and 2% were others familiar with the trainee but not related. A total of 83% of graduate family interviews were with parents or wives as were 80% of all terminate interviews.

FAMILY BACKGROUND

The second, third, and fourth questions on the survey were intended to provide information on the background of the trainee's parents. Statistical comparisons on parental education reveal that the maternal educational background is almost identical for both trainees who graduated as for those who terminated from MVVS, but the same is not true for fathers of graduates and terminates. Table 7 reflects these percentages.

TABLE 7

COMPARISON OF EDUCATIONAL ATTAINMENT OF PARENTS OF MVVS GRADUATES AND TERMINATES

EDUCATION COMPLETED	MOTHERS OF GRADUATES	MOTHERS OF TERMINATES
College Graduate	1%	1%
High School Graduate	30%	30%
High School Drop-out	63½%	65%
Unknown	5½%	4%
	FATHERS OF GRADUATES	FATHERS OF TERMINATES
College Graduate	1%	0%
High School Graduate	22%	14½%
High School Drop-out	58%	73½%
Unknown	19%	12%

The job status for each parent of both graduates and terminates (Table 8) is equally as interesting. Of particular interest is the comparison of employed fathers. Note the lower employment percentages for fathers of terminates and the higher percentages of deceased, retired, and disabled as compared to the fathers of graduates. All three of these are factors which commonly lead to instability in a family.

TABLE 8

JOB STATUS COMPARISON OF
PARENTS OF MVVS GRADUATES AND TERMINATES

JOB STATUS	MOTHERS OF GRADUATES	MOTHERS OF TERMINATES	FATHERS OF GRADUATES	FATHERS OF TERMINATES
Employed	34%	22%	64%	40%
Unemployed	63%	67%	3%	3½%
Unknown	1%	5%	14%	14%
Deceased	2%	4%	11%	19%
Retired	---	---	3%	14%
Disabled	---	---	4%	8½%
On Relief	---	2%	1%	---
In training	---	---	---	1%

It is also considered significant that 50% of all parents responding to the question of Ohio residence stated that they have been life long residents of Ohio which shows the other half of the respondents have moved into Ohio from other states. It is also considered significant that 46% of these original residents of other states have moved into Ohio since 1945. Further 66% of all responses indicated that the present address has been the location of residence for less than ten years. Also 61% of the above mentioned group have been located there less than five years. This stresses again the mobility of population expecially the families of those young men classified as disadvantaged by selection for MVVS training

REACTIONS TO THE TOTAL PROGRAM

The next section of the survey concerned itself with family reactions to the program on the basis of the information they had about MVVS. The reactions to referral and placement are more significant since these occur in the home community and the family would usually be involved. The reactions to the housing and training aspects of the program bear more significance if one considers that 32% of those interviewed had visited the school at graduation time and that most had visited the school at one time during the course of their son's training. This information appears in Table 9. The data has been separated for families of graduates of MVVS as contrasted to families of terminates. In interpreting the reactions to placement keep in mind that the responses of graduate's families indicate feelings toward placement of trained MVVS students and reactions of termination families are to placement attempts for those trainees who dropped from MVVS prior to completion of training and in most cases still unemployed youth without saleable job skills. It is evident that the greatest amount of dissatisfaction

TABLE 9

COMPARISON REACTIONS TO MAJOR PROGRAM SEGMENTS
BY FAMILIES OF GRADUATES AND TERMINATES

	GRADUATE FAMILIES			TERMINATE FAMILIES		
REACTIONS TO:	favorable	unfavorable	no response	favorable	unfavorable	no response
Selection & referral procedures	92%	7½%	½%	55%	1%	44%
Housing program	88%	9%	3%	43%	5%	52%
Training program	89½%	5½%	5%	40%	8%	52%
Trainee allowance	84½%	12%	3½%	45%	5%	50%
Placement procedures	62½%	8%	29½%	28½%	17½%	54%

was registered with the placement procedures and the greatest amount of no response answers by graduate families occured in response to this question. This occured quite often because many graduates found jobs on their own and did not use the services of the local OSES office. The high percentages of no response answers by families of terminates are due to many disqualifying themselves from a response since their son had not been in the program long enough for a valid reaction to have been formulated. Negative reactions to selection and referral procedures, training program and the allowance system were most often the results of the confusion and disorganization which occured in early phases of the program. The negative reactions to housing were based on situations which were part of the housing program throughout the first year of operation. The reactions to placement procedures were of course connected with terminal situations and the surveyor does not feel that the percentage of negative responses would be as great in a compilation of responses from second and third year graduate families.

REACTIONS TO THE PROGRAM IN OPERATION

The ownership of a car and the maintenance of a car for transportation in the locale of the training center as well as for weekend trips home is significant factor in retention of referrals until completion of the training program. Over twice as many trainees that owned cars before training and kept a car at the training center completed training. Financial assistance by families while in training is also a contributing factor toward successful completion of training since 39% of graduate families indicated financial assistance to the trainee as compared to only 24½% of families of terminates. It is also considered significant that 15½% and 12% of graduates and terminates were considered by their families to be problems prior to entering MVVS whereas 11% of the terminates were still considered problems to their families after leaving MVVS and only 4% of MVVS graduates were so evaluated by their families. Thus almost 75% (30 out of 40 graduates) of the previous family problems with MVVS graduates had been dissipated by the contacts and exposures to a residential training program .

Family contacts were also asked to relate the trainees reactions to the program. The concern was with what the graduate or terminate had stated as the most liked and least liked features of the program and also the general reaction to the program. Also an attempt was made to ascertain any continuing complaint registered against the training program. Families responded that the following parts of the program were liked best by graduates:

24% of responses	-the vocational training
20% of responses	-the entire program
15% of responses	-the instructors
4½% of responses	-the social contacts with other trainees
4% of responses	-the opportunity to learn
2½% of responses	-the basic education classes
2% of responses	-the recreation program
1½% of responses	-the exposure to dormitory living
1½% of responses	-the responsibility to oneself
½% of responses	-the training allowance
½% of responses	-the food
½% of responses	-the discipline
1½% of responses	-nothing about the program
22½% of responses	-unknown - trainee never expressed his reactions

The following were indicated as being those things liked least by graduates according to their families:

44% of responses	-no unfavorable reaction
10% of responses	-the food
5% of responses	-other trainees
4% of responses	-living away from home
2% of responses	-Negro trainees
2% of responses	-placed in unacceptable training area
1½% of responses	-trainees fighting
1½% of responses	-lack of laundry facilities
1½% of responses	-lack of full recreation program
1½% of responses	-restriction of personal freedom
1½% of responses	-stealing by trainees
1% of responses	-living in dorm
1% of responses	-heating problems in dorm
1% of responses	-rooming with Negroes
24% of responses	-unknown - trainee never expressed his reaction

In response to questioning concerning any continuing complaints about the program:

53½% of responses	-no continuing complaint
14½% of responses	-the food
5% of responses	-Negro trainees
4½% of responses	-other trainees
4% of responses	-trainees stealing
2% of responses	-rough trainees
1½% of responses	-lack of adequate parking facilities
1½% of responses	-lack of adequate dorm supervision
1% of responses	-the distance from home
1% of responses	-the confusion and disorganization of the first months
1% of responses	-the distance between class buildings
½% of responses	-the off-base pass system
4% of responses	-unknown - trainee never expressed his reactions

(The remaining 6% of responses expressed continuing complaints at least once about: prejudice against Negroes, conditions of dormitory 110, trainees with weapons, restrictions of personal freedom, lack of adequate recreation, early class hours, reading classes, dormitory life, weekends with nothing to do, lack of training equipment, lack of laundry facilities, training course too short, and no training allowance received.)

As to graduates' general opinion of MVVS the families stated that:

85½% of graduates	-had a favorable opinion
7½% of graduates	-had expressed no opinion
5% of graduates	-would like to return for more training
1% of graduates	-felt that the training had been too short
1% of graduates	- felt they had wasted their time

Families of trainees who terminated stated the following were liked best:

26% of responses	-the vocational training
11% of responses	-the entire program
5% of responses	-the reading classes
5% of responses	-the recreation program
3% of responses	-the dormitory program
3% of responses	-the food
3% of responses	-the instructors
3% of responses	-no part of the program
2% of responses	-contact with other trainees
39% of responses	-unknown - trainee never expressed his reactions

Terminates told their families that the following were the least liked features:

13% of responses	-other trainees
10% of responses	-stealing & fighting among trainees
10% of responses	-Negro trainees
6½% of responses	-living away from home
6½% of responses	-not enough to do
6½% of responses	-the food
10½% of responses	-no feature liked least
6½% of responses	-unknown- trainee never expressed reactions

(The remaining 31% of the responses listed at least once the following dislikes: vocational class projects, small training allowance, placed in undesired vocational training, no privacy in the dorms, school wasn't ready, rough trainees, poor instruction, poor administration, crowded dorms, and too much confinement.)

The most continuing complained of those youth who terminated were:

9% of responses	-Negro trainees
8% of responses	-the confusion and disorganization
6½% of responses	-other trainees
4% of responses	-trainees fighting
4% of responses	-dorm leaders' conduct
2½% of responses	-vocational class projects
2½% of responses	-placed in undesired training area
2½% of responses	-the food
30% of responses	-no continuing complaint
10½% of responses	-unknown - trainees never expressed his reactions

(The remaining 20½% indicated continuing complaints at least once for transportation back to school, vocational course too difficult, lack of medical facilities, early rising hours, gambling by trainees, trainees with weapons, recreation, boredom, stealing by trainees, and distance from home.)

General opinion concerning MVVS as expressed by terminations to their families shows:

54% had an overall favorable opinion
29% had expressed no opinion
8½%would like to return and complete training
8½%had an unfavorable opinion

The remaining portion of the family survey was concerned with parent reaction to graduation ceremonies if their son had completed the program or reasons given by trainees for termination if this had been the case. Of those graduate families interviewed 32% had attended graduation with 68% considering it to be a fine ceremony and 32% rating it as very impressive. The reasons given by trainees to their parents for terminating from the training program cover a wide range and are grouped in general catagories below:

Trainee Relationship problems (overall percentage 17½%)
6% -too many rough trainees
5% -afraid of Negro trainees
2½% -terminated for fighting other trainees
2% -didn't like contact with other trainees
1% -displeased with homosexual activities
½% -assaulted by other trainees
½% accused of act not done by trainee

Residence Problems (overall percentage 19%)

5% -stealing and fighting in the dorms
3½% -dissatisfied with dorm program conditions
3½% -conflicts with dorm personnel
3% -poor food
2% -weapons in the dorms
1% -protection racket in the dorms
½% -trainees drinking in the dorms
½% -pass system too restrictive

Training Problems (overall percentage 18½%)

7% -nothing to do - courses not started
6% -wanted different training course
3% -poor instruction
2% -training course too difficult
½% -not interested in training

Personal Problems (overall 27½%)

5½% -homesickness
5% -allowance problems
4% -illness
3½% -had to get a job
2½% -encouraged by girlfriend
2% -did not report for training
1% -needed at home
1% -no money to return from weekend pass
1% -encouraged by mother to drop out
½% -to get married
½% -to join armed services
½% -returned to high school
½% -lack of transportation

Miscellaneous Problems (overall percentage 14½%)

9% -unknown - never discussed termination reason
3¼%-no reason for termination
2% -terminated by MVVS
½%-claimed early graduation

(3% difference will be reflected in this total due to rounding some percentages slightly lower)

Termination reasons given here are compared in Table 24, page 97, with reasons given to the school at the time of termination and reasons given by trainees in response to a question on the trainee interview form.

CHAPTER VII

SCHOOL SURVEY INTERVIEWS

School interviews, using the survey form in Table 11, were completed for 73% of the referrals for the first training year. It was hoped that the replies to selected background questions by the last school personnel to work actively with the referrals might uncover some information that would indicate possible success in the MVVS program. This section attempts to analyze the data collected.

The 27% of survey forms not completed represent the percentage of trainees who last attended an out of state school, those whose forms were mailed out but not returned, and those for whom the last school attended could not find records of attendance (3½%).

PRIOR EDUCATIONAL ATTAINMENT OF TRAINEE REFERRALS

The following chart indicates the first item of interest which was the year of graduation or drop-out. An important factor can be seen by making a comparison

TABLE 10

HIGH SCHOOL GRADUATE OR DROP OUT PERCENTAGES BY YEAR

	HIGH SCHOOL GRADUATE PERCENTAGES		HIGH SCHOOL DROP-OUT PERCENTAGES	
YEAR	MVVS Graduate	MVVS Terminate	MVVS Graduate	MVVS Terminate
1965	1%	3%	2%	3%
1964	44%	35½%	28½%	25½%
1963	36%	41%	20½%	27%
1962	14%	17½%	23%	21½%
1961	5%	3%	12%	12½%
1960	0%	0%	8½%	7%
1959	0%	0%	4%	2½%
1958	0%	0%	½%	½%
1957	0%	0%	½%	½%

TABLE 11

SCHOOL SURVEY FORM

______DROPOUT DATE______________

______GRADUATE DATE______________

IF THE STUDENT WAS A DROPOUT:

1. Why did the student drop out? __________ Overage __________ Work Permit

__________ Expelled __________ Other (specify)

2. What type of student was he? (grades, behavior, participation, attendance, etc.)

____

____

3. Medical data:____

4. Parental data:____

5. What was done to keep this student from dropping out?______________________

____

* * * * * * * * *

IF THE STUDENT WAS A GRADUATE:

1. What type of student was he ? (grades, behavior, participation, attendance, etc.)

____

____

____

2. Medical data:____

3. Parental data:____

4. Graduating rank:____________________ Type of curriculum____________________

of the percentages in columns 1 and 2 and a comparison of those in columns 3 and 4. This will indicate that the time between the last date of involvement in formal public education and the date of entry into the MVVS training program bears little significance as a determining factor of possible success.

A tally of the composition of the group of referrals that graduated from MVVS and for whom the survey was completed indicates that 23% were high school graduates and that 77% were high school drop-outs. A comparison with those referrals that did not graduate from MVVS shows that 12% were high school graduates, 88% were high school drop-outs. Thus completion of a high school program is an indicator of a slightly better chance of successful completion of MVVS training.

In order to avoid confusion in terminology the following abbreviations will be used throughout the remainder of this section:

GG - to indicate a trainee who graduated from a high school and MVVS

GT - to indicate a high school graduate who did not complete MVVS training

DG - to indicate a high school drop-out who completed MVVS training

DT - to indicate a high school drop-out who did not complete MVVS training

TYPE OF STUDENT

School personnel described the GG group as containing 2½% deemed above the average scholastically, 33½% as average, and 64% below average. The same statistics for the GT group show none rated as scholastically above average, 26% average, and 74% below average. Both groups (GG and GT) contained 3% that were rated as poor readers and similiar percentages considered non-participants in the school program as a whole - (GG - 13½% and GT - 11½%). Of the GG group only 5% were labeled as behavior problems but a much larger 29% were so labeled in the GT group. The GT group also contained a factor not mentioned for the GG group. There were 20½% identified as having poor attendance records throughout high school.

Much more description was given for the DG and DT groups and this has been compiled in Table 12 for ease of comparison. As expected the comparison shows that, with the exception of an extreme antisocial characteristic, past performance and past evaluations cannot be accurate indicators of possible success in future training for high school drop-outs. The chart might show that a poor reading ability might create the desire for completion of a training program such

TABLE 12

DESCRIPTIVE TERMINOLOGY FOR HIGH SCHOOL DROP-OUTS REFERRED TO MVVS

Negative Trait	DG Percentage	DT Percentage
Failing grades	44%	36%
Chronic absenteeism	27%	26½%
Chronic troublemaker	13%	13%
Special Education student	8½%	7½%
Poorly motivated	2½%	3½%
Poor participation	---	5½%
Poor reader	4%	1½%
Low mentality	---	1½%
Poor emotional adjustment	½%	*
Constantly in fights	---	1½%
Lazy and immature	---	½%
Known thief	---	1%
Court record	½%	---

*this item along with the following were used to describe the remaining 2% of the DT group - bully, assaulted others, peer problems, and poor associations.

as geared for improvement of the reading skills and that total non-participation previously might tend to indicate problems for someone in that category entering a residential training program that demands many more hours of participation in not just training but social activities and social life within the dormitory program.

MEDICAL BACKGROUND OF REFERRALS

Responses concerning data on medical background of trainees were few. A total of 80% of the high school graduates and 89% of the high school drop-outs had blank spaces where medical data should have been recorded. This does not coincide with information collected in the last three years by those at MVVS responsible for the health program which indicates a high percentage of problems which effect a trainee's ability to function as a student. Public school records would indicate that only 17% of those who completed MVVS training had no identifiable health problem. Of the 100 trainees having medical problems as identified by public school records 30% were in need of glasses, 18% had serious speech defects or impediments, 10% had serious hearing loss, 6% had some form of heart trouble, 3% were epileptic. The remaining 51% had almost every other conceivable medical problem but each was usually only mentioned once or twice. It is interesting to note, that 67% of those with one of the five health problems identified above, graduated from MVVS but the remaining 33% terminated. If data were available for more trainees possibly this situation would apply to the total group and it might possibly indicate that having at least three of the five identified problems, (speech defects, eye defects, or hearing loss) which can be corrected can be an influencing factor in successful completion of a training program. This seems to be borne out by the fact that 80% of the MVVS graduates in the identified medical problem groups were previous high school drop-outs.

PARENTAL DATA ON REFERRALS

A glance at Table 13 might indicate that a comparison of significant parental factors might not be of a great deal of significance. But for that portion of our population who are in any of the above categories it can be seen that having a stepfather's influence, or being raised in a children's home can be indicators of successful completion. Two views are possible. Either the trainee wished to free himself from these influences by completing training and thus assuring, to a degree, the possibility of a job which could make him independent or these two forces exerted enough influence to keep the trainee goal oriented. Inversely, coming from a foster home, a home where the mother is deceased, or coming from a large family might be a detriment to successful completion of training. The situation with the first two mentioned might indicate a lack of an influencing control to keep the trainee in training but the last item, that of a large family,

TABLE 13

COMPARISON OF PARENTAL FACTORS

PARENTAL FACTOR	MVVS GRADUATES		MVVS TERMINATES	
	GG	DG	GT	DT
Divorced or separated	18%	13%	7%	23%
Step-parent (usually father)	7%	18%	7%	11%
Foster home	11%	11½%	27%	19½%
Father deceased	11%	11%	13%	7½%
Mother deceased	3½%	5%	13%	5%
Father deserted family	7%	2½%	0%	3½%
Large family (over 5 children)	7%	6½%	13%	5%
Father disabled	3½%	2½%	0%	3½%
Poor home environment	3½%	16½%	7%	15½%
Raised in childrens home	3½%	5%	0%	1%
Other factors	25%	8½%	6%	7½%

might show a need for dropping from training to be of financial assistance to the family. Again let it be stressed that these are only possible indications and that a much larger group would have to be surveyed and data analyzed before such factors could be considered of full value or interpretation.

ADDITIONAL DATA ON HIGH SCHOOL GRADUATES

The additional data collected for high school graduates bears no relevance as predictors of successful completion at MVVS. The graduating rank for both shows 1% and 3% of the GG and GT groups in the upper one-third of the graduating class, 21% and 20½% of these groups in the middle one third, and 65% and 61½% in the lower one third. Graduating rank was not indicated for 13% of the GG group and 15% of the GT group. The only interesting fact in this data is that 64% of all referrals to MVVS for which a school survey form was completed were in the lower one-third of high school graduating classes.

The identification of high school curricular program also shows a close correlation of courses pursued by both the GG and GT group. This information is tabulated in Table 14. Of interest would be the percentages in special education programs since this was the second most common curriculum pattern mentioned and

TABLE 14

HIGH SCHOOL CURRICULUM PURSUED
BY GRADUATES REFERRED TO MVVS

TYPES OF CURRICULUM	GG MVVS GRADUATES	GT MVVS TERMINATES
General	50%	56%
Special Education	15%	14½%
Commercial	5%	8½%
Industrial Arts	12½%	12%
Distributive Education	2½%	3%
Technical	2½%	3%
Academic	10%	3%
Unknown (not specified)	2½%	---

the total referrals represented here, coupled with those high school dropouts identified as special education students by all school survey forms completed, would show that 15% of all referrals were previously in special education programs in public schools. Also of interest is the fact that 20% of the GG group and 23½% of the GT group had completed high school programs loosely referred to as vocational programs (commercial, industrial arts, and distributive education).

ADDITIONAL DATA ON HIGH SCHOOL DROPOUTS

The term drop-out might be more aptly phrased forced out as one compiles the reasons given for ending a high school program before graduation. Most school officials were very sensitive on this point, as they should be, and it was totally impossible to get an overall drop-out rate figure for any school system contacted. The survey represents ofer 300 schools that were contacted.

Compilations reveal that 74% out of those grouped as DG and 80% of those in group DT were forced out of public education under the guise of these categorized platitudes:

	DG GROUP	DT GROUP
Overage	37%	27½%
Expelled	4%	12%
Court order	6%	2%
Work permit	27%	27½%
Failing	8%	2%
Lack of proper attitude	5%	2%
Unknown reason	5%	5½%
Trouble with authorities	2%	---
Forced	1½%	½%
Low mentality	4%	2%
Unable to adjust	½%	---
Poor attendance	---	6%
Emotional immaturity	---	½%
No program available	---	1½%
Referred out	---	8%

These figures represent four hundred youth (67%) of all surveyed, that were denied a public education in the state of Ohio because they did't conform to the pattern now in existence. The files on drop-outs in most large cities were as large or larger than graduate files for any given period of time. The figures for overage, work permit, and unknown are included here since these were normally just the legal means of justifying putting a student out. It was appalling the number of times the response was given - "We don't have a program for this type of boy."

When asked what had been done to prevent the student dropping the most often given answer (42%) was "the usual guidance procedures." Additional questioning pointed out that this meant a conference with the principal or counselor. Only 4½% of all responses indicated that a special program was developed for the student involving a revamped curriculum and possible job training or a work-study combination. The balance of the drop-outs were referred to other juvenile agencies such as diagnostic centers, industrial schools, or courts (13%); were encouraged to drop-out (4%); placed in special education programs (3%); entered in night school programs (½%); disciplined (1%); or received no special attention (19%). Responses for 2% indicated that everything was done to prevent the student dropping out but neven an indication of what this meant. 11% of all drop-outs were labeled as "unknown" with the additional explanation - the student just stopped attending or didn't come back in the fall.

It was very discouraging to come into contact with so many Ohio schools that are doing so little for such a large segment of the youth population. Just within the last two years has Ohio begun to awaken to the need for vocational training for this large neglected portion of the student body. Public education for all has been the much used ideal but one really wonders if there is real intent behind this statement. America was founded on the premise that a class conscious society was a danger and certainly a rebirth of education is needed where the public will fully realize the dangers of being cost-conscious concerning education. Recent wise action on the federal level has expanded the horizon of true universal education but already the outcry against cost has arisen. Can we afford not to recognize this need for a full service educational system?

CHAPTER VIII

EMPLOYER SURVEY INTERVIEWS

This attempted interview segment was the smallest of all contact efforts since only 100 graduates from the first year total contacted of 284 were known to be in related employment which was the only area of employment in which we were concerned. The interview form is reproduced in Table 16. It was possible to interview 55½% of those in related employment. Table 15 reflects the percentage of graduates in related work for whom an employer interview was completed. Some of the graduates were employed out of state and in many cases no one was available or free at the firm where the graduate was employed to make it possible to interview the employer or personnel manager.

TABLE 15

PERCENTAGE OF RELATED EMPLOYMENT INTERVIEWS
FOR EACH VOCATIONAL AREA

TRAINING AREAS	TOTAL IN RELATED WORK	TOTAL INTERVIEWS	PERCENTAGE OF RELATED INTERVIEWS COMPLETED
Electric Appliance	4	4	100%
Auto Body	5	4	80%
Auto Mechanic	5	4	80%
Auto Service Station	9	5	55½%
Baker	4	2	50%
Accounting Clerk	2	1	50%
General Office Clerk	5	5	100%
Cook	4	0	0%
Custodian	5	3	60%
Draftsman	3	2	67%
Computer Peripheral Operator	5	3	60%
Food Service Worker	8	2	25%
Groundskeeper-Custodian	2	1	50%
Building Maintenance	1	-	0%
Machine Operator	14	9	64½%
Routeman	1	1	100%
Stock Inventory Clerk	7	4	57%
Welding	16	4	21%
Totals	100	54	55½%

TABLE 16

EMPLOYER SURVEY FORM

1. How did the student become referred to you?

_____OSES _____Other

Y N 2. Were you familiar with M.V.V.S. training program prior to interviewing this employee? How?______________________________

____

3. What impressed you most about the employee?______________________

____

Y N 4. Would you hire another M.V.V.S. graduate? Why?__________________

____

Y N 5. Does the employee lack any job skills which could be overcome by our training program?

COMMENTS:____

____

Y N 6. Do you feel there is any portion of the employees training which is weak or deficient?

COMMENTS:____

____

7. How did the student conduct himself during the initial interview?

COMMENT:____

____

Y N 8. Would you have hired this employee who is a high school drop-out if he had not had vocational training: OR - Would you hire an employee with M.V.V.S. training even if he had not completed high school?

COMMENT:____

____

____

PERSON INTERVIEWED

The highest percentage of interviews (33%) were with the personnel managers. Owner-operators accounted for 15% of the interviews, managers were 13%, supervisors 11%, service managers 7½%, plant formean 2%, and company officers 2%. Unfortunately the remaining 16½% were not identified as to title by the interviewers. The variety of sources of interview are varied since most employers wished to permit us to talk with the person most familiar with the graduate. Most personnel managers checked with supervisory staff during the course of the interview by phone or actually included them in the interview session. In most cases the graduate was visited if at work at the time of interview. Former MVVS students expressed surprise and pleasure at the concern of the training center for post graduates.

REFERRAL SOURCE

The largest sources of contact by employers with MVVS graduates were the OSES offices or the graduates themselves. 39% were referred by OSES offices and 39% made direct application without assistance. 7½% found the employer by answering a newspaper advertisement, 5½% were directed to the company by friends or relatives, 2% each were referred to the job by either a private employment agency, a trade union, or by MVVS personnel. For the remaining 3%, the employer could not identify the source of referral.

Familiarity with the MVVS training program was identified by 20½% of the employers with 78% indicating that they had not heard of MVVS and 1½% not responding to the question. Those that were familiar with the school stated that they were familiar with MVVS through other graduates who had applied (28%), the OSES (18%), conversations with others who knew of MVVS (18%), newspaper articles (18%), through a speaker from MVVS (9%), or not specified(9%).

EMPLOYER IMPRESSIONS

What makes a favorable impression upon an employer? The survey indicates that two factors are the most important to a prospective employer. First mentioned by 33% of the employers was the applicant's willingness to learn and to work. 27½% indicated that the graduates grasp of his training area and the completion of such training was the most important consideration. An applicants appearance was most important to 8% of the employers. Each of the following were mentioned by 5% of the employers - dependability, personality, and good attitude. Conduct during the initial interview was considered important by 3½% of the employers. Enthusiasm, sincerity, and the need by the graduate for a job, were considered as relevant to 1% each of the employers. 3½% stated that nothing about the employees impressed them and 6% did not respond to the question.

HIRING FUTURE MVVS GRADUATES

Would you hire another MVVS graduate? 83% gave an affirmative answer, 9% stated they would not, 5½% were uncertain, and 2½% did not answer. In expanding on the yes answers, 35% gave the excellent training background of the MVVS graduates employed now as the reason, 32% the demonstrated ability of presently employed graduates, 17½% qualified with a "depending upon job openings", 11½% stated that those presently employed were good workers and they anticipated that future graduates would also be good workers, and 3% stated they have already hired other graduates of the training center. Two of the five negative answers would not expand on this but the remaining three gave three different reasons. These were - a need for general labor not trained employees, a need for more experienced employees, and one stated that he would hire only if the applicant were not referred by the OSES.

PRE-EMPLOYMENT INTERVIEWS

The initial contact interview with a prospective employer is always of vital importance and statistics from the employer survey interviews show that MVVS graduates were also aware of this fact. 62% of the persons interviewed stated that applicants handled themselves well with these most often mentioned qualities noted by the employer - neatness in dress, cleanliness, politeness and of course the pride exhibited in the training certificate. 19% were rated as average interviews and 8½% were considered as slightly shy and nervous when interviewed. 2% of those surveyed had not interviewed the employee personally and 2% stated that the graduate made no impression upon them. One employer was very impressed with the interview conduct of a drafting graduate and stated, "He acted very mature. He asked about fringe benefits and what would be expected of him. He wasn't like other boys his age who always ask first about the wages."

EMPLOYMENT OF NON-HIGH SCHOOL GRADUATES

The common feeling concerning the employment of high school drop-outs is that employers usually will not hire them. The employers surveyed constantly commented in regard to our last question that certificates are immaterial. The ability possessed by the applicant and his willingness to work are what are most important. This is borne out earlier in this section by the employers impressions of MVVS graduates as employees. 60% of the employers indicated they would hire a drop-out if he had the willingness to learn and 90½% indicated they would hire a high school drop-out if he had completed vocational training such as that offered at MVVS and had the willingness to work.

EMPLOYER EVALUATIONS OF TRAINING

Most employers responded to the possible lack of job skills by asking that trainees be given more opportunities for practical experience prior to completion of training. This is a logical reaction since this would eliminate or keep to a minimum the efforts the employer would have to make in the first stages of employment. Some training area recommendations were:

auto body - more experience with total wrecks, less plastic and more lead experience, and more painting experience (this adjustment has been made in the second and third year training courses)

auto mechanic - greater stress on cleanliness in work

auto service station attendant mechanic - stress cleanliness to customer's car, more experience and training on brakes, front end alignment, and transmissions

baking - more oven experience and a greater familiarity with baking temperatores

general office clerk - more emphasis on speed with accuracy

draftsman - more exposure and familiarity with the operation of a machine shop, a greater stress on performance with less time elapsed

tab-machine operator - more program and computer experience (this course has since been changed to computer-peripheral equipment operator and with the addition of a computer in the second year this training is now included

groundskeeper-custodian - more greenhouse experience (a greenhouse was added in the second year of operation and this experience is now part of the course which has been changed to landscaper)

machine operator - more production experience, and greater emphasis on the O.D. grinder, more working knowledge of the micrometer, snap dial gauges, and dial bore indicators, and more practical shop math

welding - more practice with all welding positions and more MIG experience (the limitations of space and power output have prevented the expansion of MIG stations and the problem therefore still exists)

Even though a relatively few employers were interviewed it was felt that these comments might be of some assistance since there is always a constant concern about the validity and aptness of vocational training. A survey of the employers of the second year graduates would be more revealing since a larger percentage were placed in related employment.

CHAPTER IX

TRAINEE SURVEY INTERVIEWS

The interview form which appears in Table 23, (pages 94 - 96), was used to survey graduate and terminate reactions to the first year's training program. It was possible to interview 284 graduates or 64% of the total of 442 graduates. A total of 212 graduates (48½%) were contacted personally for an interview, 72 graduates (16%) were mailed the interview form and returned it completed, 144 graduates (32½%) were mailed forms which were not returned, and 14 graduates (3%) could not be contacted since they had relocated and all efforts to discover a new address were fruitless. Attempts to contact terminates was far less successful and thus only 82 terminates or 20% were interviewed of the total of 417 terminates. Consideration of the following facts will help to explain the reason for the much lower contact with terminates:

52% - 217 terminates were enrolled at MVVS less than thirty days

5% - 22 terminates did not report to MVVS for training after referral by the local office

5% - 20 terminates were in penal or mental institutions at the time of attempted contact

6½% - 28 terminates were in the armed services at the time of attempted contact

¼% - 1 trainee was deceased

Those classified above constitute over 68% of all terminates. It was possible through contact with either the terminate or the terminates family or both to make a 31% total contact.

TABULATED RESPONSES

A tabulation of yes and no response occur for graduates in Table 17 and for terminates in Table 18. Tabulations of other selective questions appear in Tables 19, 20, and 21 (page 88), and also in the following presentations.

GENERAL INFORMATION RESPONSES

Questions 1, 2, 3, and 30 are considered general questions since they do not pertain to any specific program area. In response to question 1, concerning the means of finding out about MVVS, the overwhelming majority specified the local office as the source of this information. Most past trainees answered question 2 as a voluntary choice though there was a small percentage who indicated they were forced to enroll by court authorities. The majority of these court referrals terminated before completion of training. 92% of the graduates and 79% of the terminates indicated in answering question 3 that MVVS training had been beneficial. The positive responses by graduates indicated three major points - (1) development of a job skill which lead to placement after graduation, (2) acquiring the ability to get along with other people, and (3) the improvement in reading and math skill levels. Most terminates gave the second and third reasons (social and educational gains) as the reason for a positive response. Negative responses by graduates were primarily due to not being placed in related employment after graduation or because they were trained in one of the shorter second section courses offered later in the first year - (electrical appliance repairman, auto service station attendant mechanic, baker, cook, custodian, food service worker, routeman, or stock inventory clerk). Negative responses by terminates were due to not being at MVVS long enough to gain a usable skill. The last general question (number 30) considered the possibility of a former trainee encouraging others to attend MVVS and 96% of the graduates and 88% of the terminates answered in the affirmative. Over 35% indicated they had already done so.

TABLE 17

TABULATED RESPONSES TO QUESTIONNAIRE BY GRADUATES

AREA OF PROGRAM	QUESTION	YES RESPONSE	%	NO RESPONSE	%	TOTAL ANSWERS	%	NO RESPONSE	%
General	3	256	92%	23	8%	279	98½%	5	1½%
Basic	4	211	86%	34	14%	245	87%	39	13%
	5	162	62%	102	38%	264	92%	20	8%
Guidance	7	213	80%	51	20%	264	92%	20	8%
Vocational	8	119	43%	155	57%	274	96%	10	4%
	9	146	57%	107	43%	253	89%	31	11%
Instruction	11	281	99%	1	1%	282	99½%	2	½%
Residence	13	242	88%	31	12%	273	96%	11	4%
	14	268	95%	12	5%	280	98%	4	2%
	15	87	32%	184	68%	271	95%	13	5%
	16	98	34%	183	66%	281	98%	3	2%
	17	97	50%	95	50%	192	67%	92	33%
	18	198	72%	80	28%	278	97%	6	3%
	19	180	65%	94	35%	274	96%	10	4%
Services	20	184	85%	34	15%	218	76%	66	24%
	23	232	86%	36	14%	268	94%	16	6%
	24	234	87%	33	13%	267	94%	17	6%
OSES	25	216	81%	48	19%	264	92%	20	8%
	26	149	53%	128	47%	277	97%	7	3%
	27	181	66%	96	34%	277	97%	7	3%
	28	246	89%	33	11%	279	99%	5	1%
Guidance	29	211	75%	67	25%	278	97%	6	3%

TABLE 13

TABULATED RESPONSES TO QUESTIONNAIRE BY TERMINATES

AREA OF PROGRAM	QUESTION	YES RESPONSE	%	NO RESPONSE	%	TOTAL ANSWERS	%	NO RESPONSE	%
General	3	46	79%	13	21%	59	72%	23	28%
Basic	4	47	82%	10	18%	57	69%	25	31%
	5	30	52%	28	48%	58	71%	24	29%
Guidance	7	38	70%	17	30%	55	68%	27	32%
Vocational	8	30	66%	15	34%	45	55%	37	45%
	9	12	46%	14	54%	26	31%	56	69%
Instruction	11	63	94%	4	6%	67	82%	15	18%
Residence	13	5	7%	63	93%	68	76%	14	24%
	14	60	89%	7	11%	67	82%	15	18%
	15	20	29%	49	71%	69	84%	13	16%
	16	18	27%	48	73%	66	80%	16	20%
	17	14	35%	27	65%	41	50%	41	50%
	18	45	74%	16	26%	61	74%	21	26%
	19	41	64%	23	36%	64	78%	18	22%
Services	20	35	81%	8	19%	43	52%	39	48%
	23	35	85%	6	15%	41	50%	41	50%
	24	53	93%	4	7%	57	69%	25	31%
OSES	25	52	74%	18	26%	70	85%	12	15%
	26	44	62%	28	38%	72	88%	10	12%
	27	46	66%	24	34%	70	85%	12	15%
	28	59	88%	8	12%	67	82%	15	18%
Guidance	29	50	68%	23	32%	73	89%	9	11%
General	30	61	88%	8	12%	69	84%	13	16%
Termination	33	9	16%	46	84%	55	68%	17	32%
	34	7	12%	49	88%	56	68%	16	32%
	35	19	73%	7	27%	26	32%	56	68%

EDUCATIONAL PROGRAM RESPONSES

Questions 4, 5, 6, 8, 9, 10, 11, and 12 concerned trainee reactions to the basic and vocational phases of the program. 86% of the graduates and 82% of the terminates stated that the basic education program was helpful with the major amount of accompanying comments indicating a gain in math ability; followed by indications of an improvement in reading ability. Enough time in basic education was indicated by 62% and 52% of the graduates and terminates respectively. A noticeable percentage (38% of graduates and 48% of terminates) indicated more basic education should have been offered with most commenting that more math should be offered and that no one can ever get enough education. An overwhelming majority of the responses to question 6 show that former trainees feel the basic education program could be improved by including a wider variety of offerings and by giving a higher degree of individualized instruction. In questioning concerning the time allotted to vocational training 57% of the graduates and 34% of the terminates replied that the training course was too short. The majority of these responses were again by trainees enrolled in the shorter second sections mentioned in the preceeding section. Responses to question 9 concerning weaknesses in vocational training 43% of graduates and 54% of terminates indicated that there were weaknesses. The major complaint was against the lack of individualized attention due to the class size. Numerous comments concerned the long period of time courses were in operation without equipment. Some very specific complaints were registered against these training areas as follows:

1. electrical appliance - too much emphasis on small appliances not enough on air conditioning, heating and major appliances
2. auto body - too much emphasis on plastic work and not enough practice with lead repair

3. auto service station - not enough training on front end alignment and transmission repair
4. baking - not enough individual practice with too much group activities
5. machine operator - not enough emphasis on production techniques
6. stock inventory clerk - too much classroom work and no opportunity for practical experience in actual stock situations
7. welding - too much emphasis on gas and not enough practice on electric and particularly TIG and MIG welding operations

Suggestions for improvement of vocational training courses indicated strong recommendations for longer courses, more individualized instruction with smaller classes, and more opportunities for practical experience.

In response to the question of ability to get along with the instructional staff (question 11) a very impressive 99% of graduates and 94% of terminates responded favorably. An important factor is to note in Table 17 that the greatest response percentage (99½%) was recorded for this particular question. Most of those interviewed would place very heavy emphasis in their remarks on the quality of instructors and particularly important was the high praise showered upon the vocational instructor. Much praise was also evident for basic staff because of the smaller amount of time spent with them. This emphasized the tremendous importance of a strongly motivated educational staff.

Most graduates responded to question 12 by indicating that if they reentered the training program they would desire more advanced training in the same training area from which they graduated. It is considered important that many graduates of other training areas desired to return for training as an auto mechanic or tab machine operator which shows the great popularity and the youth appeal of such training.

GUIDANCE PROGRAM RESPONSES

Question 7 and 29 relate directly to functions of the guidance portion of the program. Most responses were positive (80% of graduates and 70% of terminates) but it was considered of importance that many of the comments identified the source of guidance as dorm leaders and instructors and not guidance counselors. This occurred because the term guidance department drew blank expressions and when defined as "to whom did you go when you had problems" most indicated those mentioned. In the first year of operation there were only two counselors and this lack of adequate personnel has been much improved by additions made in later training years. Question 29 deals with placement in desired training areas and is under guidance responses because this is the sole responsibility of the guidance department. It is considered highly significant that 25% of the graduates and 32% of the terminates indicated that this was not the case. Either a trainee making this response was referred to or placed in an area he did not desire or too much time had elapsed when a student determined he wished to transfer training areas.

RESIDENCE PROGRAM RESPONSES

Responses to questions 13 through 19 and questions 21 and 22 are grouped as indicating reactions to the residence program and are listed by percentage of response in Tables 17, 18, 19 and 20. 88% of the graduates indicated a favorable opinion of the dormitory facilities but an overwhelming 93% of the terminates indicated dissatisfaction. Most often the disagreement was not with the facilities but really with conditions since the comments made indicated negative feelings toward roommates, the fighting, stealing and threats by other trainees, and the restrictions placed upon trainees by residence personnel. Answers to question 14 show that 95% and 89% of graduates and terminates indicated an enjoyable relationship with the housing staff. Almost comparable

TABLE 19

SELECTIVE QUESTIONNAIRE RESPONSES BY GRADUATES - CAFETERIA PROGRAM

AREA OF PROGRAM	QUESTION	GOOD RESPONSE	%	FAIR RESPONSE	%	POOR RESPONSE	%	TOTAL ANSWERS	%	NO RESPONSE	%
Food	21	145	51%	112	40%	23	9%	280	98%	4	2%
Cafeteria	22	103	37%	121	43%	54	20%	278	97%	6	3%

TABLE 20

SELECTIVE QUESTIONNAIRE RESPONSES BY TERMINATES - CAFETERIA PROGRAM

AREA OF PROGRAM	QUESTION	GOOD RESPONSE	%	FAIR RESPONSE	%	POOR RESPONSE	%	TOTAL ANSWERS	%	NO RESPONSE	%
Food	21	37	54%	20	29%	11	17%	68	83%	14	7%
Cafeteria	22	43	62%	17	25%	9	13%	69	83½%	13	7%

TABLE 21

SELECTIVE AREAS OF THE PROGRAM
RANKED FOR BENEFITS GAINED BY GRADUATES AND TERMINATES

PROGRAM AREA	WEIGHTED VALUE*	GRADUATE RANKED POSITION	WEIGHTED VALUE*	TERMINATE RANKED POSITION
Vocational Training	489	1	80	3
Reading	505	2	77	4
Field Trips **	634	3**	87	2**
Math	683	4	89	1
Guidance	924	5	128	6
Dorm Life	1004	6	130	5
Recreation	1009	7	153	7

* weighted value was determined by adding position rank given in each response and dividing by number of responses

** since not all trainees experienced field trips this rank value has little significance percentages of former trainees 32% and 29% said that it was hard to adjust to dorm life in the first months because they had not had dorm living experience previously. Even though homesickness is often mentioned as a reason for termination only 27% of those who did not complete training indicated this in response to question 16 whereas 34% of those who graduated answered yes to this query. 50% of the graduates compared to 35% of the terminates suggested a need for improving dorm life. The most commonly mentioned suggestions were for more supervision in the dorms to prevent fighting and stealing and more uniform practices in all dorms. Many of those interviewed complained of the differences in rules and regulations between the four dorms. Over 70% of both graduates and terminates reacted favorably to the pass system with the remaining percentages complaining about the every other weekend restriction and the occassional difficulty in securing temporary evening passes to go off the school grounds. About 35% of all those interviewed felt the recreational program could be enlarged and broadened with more pool tables, more off base activities, an on-base theater and swimming pool, and more intramural activities. Responses to questions 21 and 22 (Tables 19 and 20) deal with the food service program. Most of the fair and poor responses were accompanied by complaints concerning:

1. the quantity of food served (no seconds)
2. the quality of food served (partially cooked, not enough variety, not enough meat as compared to other foods
3. the breakfast meal (fruit juices, meat not served often, poorly prepared eggs and pancakes)
4. sanitary conditions (unclean silverware, and trays, cafeteria tables and area not clean, food preparation and storage areas not clean)
5. food handlers (complaints about the cleanliness of trainees who serve in the cafeteria line)
6. manner of serving (cafeteria too crowded and always long waiting lines)

PROGRAM SERVICE RESPONSES

Questions 20, 23, and 24 are considered services to trainees and are so grouped in Tables 17 and 18. Over 90% of all interviewed gave affirmative responses to all three questions referring to approval of the on-campus bus service, the hospitalization insurance, and medical services. Any negative comments usually referred to three points:

1. no out-patient or dental coverage under the hospitalization plan
2. the blanket requirement to take the insurance even if a trainee had his own coverage (this has since been altered to provide exceptions)
3. the lack of 24 hour coverage of the medical facilities by a nurse seven days a week.

EMPLOYMENT SERVICE PROGRAM RESPONSES

Four questions (25, 26, 27, and 28) are grouped as services rendered by or the responsibility of the Ohio State Employment Service. 81% of the graduates and 74% of the terminates expressed approval of the training allowances received. The negative choices were by trainees who did not qualify for any allowances and by most married students. Most of the no answers given by terminates (26%) were trainees who dropped from the program because they were disallowed. Some negative responses were made by trainees who became 22 years of age during training and therefore had the youth training allowance discontinued. Somewhat misleading is the 53% of graduates and 62% of terminates who said they were mislead by local OSES counselors prior to referral. Many of these counselors were naturally unfamiliar with MVVS and described what they expected the program and facility to be like. Even though this is understandable it was an important factor in the high drop-out rate during the first weeks the training center was in operation. Two-thirds of both trainee groups surveyed had a definite vocational goal in mind before the first local office interview. In most cases this was the area in which they were later referred. The remaining one-third were either unsure of the vocational area they wanted or were unqualified for the area they chose and local office testing and counseling helped to establish a choice of training area. Almost 90% of all trainees interviewed came to MVVS with a definite vocational choice in mind. The remainder indicated that the exploratory phase and counseling by instructors had helped to determine their area of interest. The percentages for questions 27 and 28 should be compared with those for 29 which was discussed in an earlier section of this chapter under guidance services since there is a direct relationship between percentages of trainees enrolled in the vocational area of choice (question 29). The percentages for area of referral (question 28) and area of choice (question 29) do not compare favorably indicating that possibly between 15% and 20% of all trainees had vocational areas decided for them by either the local office or the training center. A greater difference occurs for terminates than for graduates and therefore being placed in a training area in which a trainee is not interested is a significant factor in trainee termination.

RESPONSES BY TRAINEES WHO TERMINATED

The only questions asked exclusively of trainees who terminated were numbers 32, 33, 34, and 35. Question 35 is relevant to the point just under discussion since the only responses given to this question were by students who were not in the training area of choice. Table 18 indicates that 32% of the 82 trainee terminates interviewed were not in the desired vocational course. 73% of those affected stated that they would not have dropped if they had been placed in the wanted training area. Most trainees interviewed felt that terminating had been an incorrect decision (84%) and most (88%) stated they had made this decision themselves.

A compilation of reasons given for termination by terminate trainees when interviewed are given in the following table:

TABLE 22

REASONS FOR TERMINATION FROM MVVS

AREA	REASON	PERCENTAGE
1.	Trainee Relationship Problems	(overall - 21%)
	Terminated for	
	- fighting other trainees	10½%
	- accused of act not committed	4%
	- afraid of Negro trainees	2½%
	- sexually attacked by other trainees	1½%
	- assaulted by other trainees	1½%
	- afraid of other trainees	1½%
2.	Residence Problems	(overall - 10½%)
	- dissatisfied with dorm conditions	6½%
	- too much fighting in dorms	1½%
	- had to room with Negroes	1½%
	- too much prejudice against Negroes	1½%
3.	Training Problems	(overall - 13%)
	- wanted different training area	5%
	- nothing to do	4%
	- unsatisfied with training assignments	2½%
	- training course too difficult	1½%
4.	Personal Problems	(overall = 50%)
	- allowance problems	9%
	- needed at home financially	8%
	- illness	8%
	- no money to return from weekend pass	6½%
	- to get a job	5%
	- encouraged by girlfriend to drop	4%
	- to join service	1½%
	- personal reasons	1½%
	- immature	1½%
	- others were terminating	1½%
	- father ill	1½%

TABLE 22 - (CONTINUED)

AREA	REASON	PERCENTAGE
5.	Miscellaneous Reasons	(overall - 5½%)
	- misinformed by local office - terminated because on probation - terminated because in jail - thought he was graduated	1½% 1½% 1½% 1½%

TABLE 23

TRAINEE SURVEY FORM

1. How did you find out about MVVS

__Local Office __School Officials
__Other Trainee __Community Agency
__Newspaper Ad - Specify__________

2. Why did you attend MVVS?

__Encouraged by Family
__Forced to enter or enroll
__Voluntary
__Other

Y N 3. Was your attendance at MVVS beneficial to you?

Why?____

Y N 4. Was our basic education program helpful?

How?____

Y N 5. Did you spend enough time in basic education?

COMMENT____

6. What improvements could be made in our basic education program?

COMMENT____

Y N 7. Was our guidance department helpful to you?

How?____

Y N 8. Was enough time given to complete your vocational training?__Short __Long

Y N 9. Were there any weak phases in your vocational training?

What?____

10. How could the above be improved?____

____

Y N 11. Did you get along with your instructors?

COMMENT____

12. If you were to come back into the program, what vocational area would you want to enter? Why?____

____

Y N 13. Did our housing facilities agree with you?

Improvements:____

(continued)

TABLE 23 - CONTINUED

Y N 14. Did you enjoy your relationship with the housing staff? Why or Why not?

____

Y N 15. Was it hard to adjust to dorm life? Why?____________________

____

Y N 16. Were you homesick while at MVVS?____________________

____

Y N 17. What recommendations do you have for improving dorm life?__________

____

Y N 18. Did you agree with the system for distribution of passes? Why or why not?

____

Y N 19. Were there adequate recreational facilities offered at MVVS?__________

____

Y N 20. Was transportation adequate to and from classes? Why or why not?________

____

21. How were the dining hall facilities? _Good _Fair _Poor

COMMENT____________________________________

22. How was the food that was served to you in the dining hall? _Good _Fair

_Poor. COMMENT________________________________

Y N 23. Do you feel that our insurance plan at MVVS was adequate? Why or why not?

____

Y N 24. Did you like our medical facilities at MVVS? Why or why not?__________

____

Y N 25. Was your allowance adequate? COMMENT____________________

____

Y N 26. Were you mislead by local counselors in enrolling at MVVS?

How?____________________________________

Y N 27. Did you have a pre-determined vocational goal prior to going to your local office for the initial interview?

What?____________________________________

(continued)

TABLE 23 - CONTINUED

If not, how was your goal determined?________________________________

____

Y N 28. Did you have a pre-determined vocational goal in mind prior to your arrival at MVVS? What?____

Did it remain the same? __Yes __No

If your goal was changed or established at MVVS, what caused this?

______Exploratory phase _____Counseling

______Other trainees ______Other reason (Specify________________)

Y N 29. Were you enrolled in your choice of vocational training at MVVS?

COMMENT____

Y N 30. Would you encourage other boys to attend MVVS?

Why?____

31. List in the order of benefit to you the various areas of MVVS from the following:

_____Reading-Communications _____Mathematics

_____Vocational Training _____Field Trips

_____Guidance _____Dorm Life

_____Recreational Program

COMMENTS:____

32. Why did you drop out of MVVS? Reason_______________________________

Y N 33. If you could do it over again, would you drop out? Why?_____________

____

Y N 34. Did you receive any outside encouragement to drop out of MVVS? Why?______

____________________ From whom?________________________________

Y N 35. If you had your choice of vocation at MVVS, would you have continued instead of dropping out? Why?

____

____

CHAPTER X

THE MVVS DROP-OUT PROBLEM

No single problem has occupied more of the time of the training center staff than that of terminations. In the first two years of operation the overall drop-out rate averaged almost 50% and as of January 30, 1967, the third year's rate had approached 38%. Why do so many of the referrals sent to MVVS decide not to continue in training?

CRITICAL FACTORS

As related previously there are certain areas which are causation factors for non-completion of training. Table 24 is an attempt to present for comparison the reasons for termination as indicated by parents, by the trainees themselves, and by the official termination reasons on file at the training center.

TABLE 24

CAUSATION FACTORS FOR TERMINATION

TERMINATION REASON	AS RELATED BY PARENTS	AS RELATED BY THE TERMINATED TRAINEE	AS RELATED BY MVVS RECORDS
Trainee Relationship Problems	17½%	21%	2½%
Residence Problems	19%	10½%	20%
Training Problems	18½%	13%	4%
Personal Problems	27½%	50%	32½%
Miscellaneous Reasons	5½%	5½%	----
Unknown Reasons	9%	----	41%

The largest single cause appears to be personal reasons. 11% of the 27½% appearing in column 1 for this reason, 28½% of the 50% in column 2, and 6½% of the 32½% in column 3 are strictly financial problems. 4% of the 27½% in column 1

8% of the 50% in column 2, and 8½% of the 32½% in column 3 are medical problems. Therefore 55½% of the personal problem reasons given by parents, 72% of the personal problems as given by the trainees and 47% of the personal problems recorded by the school are plainly medical and financial in nature. This is a 58% average of all personal problems for termination.

Another important factor is that during the first 2½ years (July 29, 1964 to January 31, 1967), 48½% of all referrals who terminated have done so during the first 30 days.

If a general average were assumed from the massive amount of termination data amassed it would show that of every 20 trainees referred to MVVS;

10 would successfully complete training

2 would terminate for medical or financial reasons

2 would terminate for other personal reasons

1½ would have to be terminated by the school for anti-social reasons or poor attendance

1½ would terminate because of dissatisfaction with the residence program

1 would terminate for dissatisfaction with the training program

1 would terminate because of relationship problems with other trainees

1 would terminate for one of the many other miscellaneous reasons

Five of the ten who would terminate would probably not do so if this training center were not funded under existing MDTA legislation and were not under direct control of the Ohio Manpower office. Constant requests have been made by the school to fund a larger instructional staff and a wider variety of supportative services and personnel in the educational program to further improve the instruction, individualize training and service more of the educational needs of the trainees. Constant pleas have been made to find a better means of financing the residence program since the subsistance allowances do not provide the necessary funds to operate this essential part of the program. Continuous requests for greater medical assistance have been consistently turned down. The only major changes made in the training allowance regulations (the dropping of the one year waiting period between high school drop-out and referral to training and the continuation of allowances for most who become 22 years of age) have effected only 18% of the total termination group.

Therefore, the concern of the staff for the drop-out problem, the effort expanded to uncover causation factors, and the planning of means to reduce this problem are all for naught if those who can help will not recognize the unique nature of this program. The MVVS program cannot continue as successfully as desired until there is an honest appraisal by those who make the decisions regarding MVVS, that it is as different as it was intended to be and that it cannot be compared to other programs because it is not and should not be like other programs.

CHAPTER XI

PERSONNEL SURVEY INTERVIEWS

A selective survey of staff representing the instructional, administrative, clerical, supportative, guidance and residence areas was completed in the closing phases of the second year. It was hoped that a complete survey of all staff could be accomplished but time did not permit this.

TRAINEE DESCRIPTION

In describing what MVVS is attempting to do the most frequent response was to provide preparation for the world of work by teaching saleable skills and improving educational background. This was usually coupled next with attempts to give the student a more mature outlook on life and help to develop him as an individual and a member of society. The typical student was described as an average youth but one who has had an overdose of problems to face. This has lead to an immaturity and instability that produces a poor estimate of self, emotional problems, an unsureness concerning the future, and a poor educational background. It was felt that the usual trainee was sincerely interested in self improvement and was looking for a good example to follow. Most staff members felt that the typical MVVS student needed self confidence, a better outlook on life, education, and the understanding of interested adults.

SELF EVALUATION

As to the contributions and shortcomings of the staff and the general concensus was that the major contribution was in gaining the confidence of trainees and being able to help students with problems and training. Most staff members felt that they could not accomplish all that was necessary because of a lack of background experience and training. Also mentioned was an inability to communicat with other staff members and being unable to assist some students.

PROGRAM EVALUATION

Most evaluated the area in which they worked as doing much to individualize for all trainees and as being staffed with highly competent people. The major weaknesses were considered to be poor facilities in both quality and quantity, lack of permission and funds to create a broader program as needed and a lack of communication between the various areas. The overall strength of the school was most often considered to be the staff. Also mentioned often was the educational program, the interest shown in the trainee, and flexibility for experimentation. Major program weaknesses in order of majority of responses are:

1. inter-departmental communications
2. administration
3. residence program as presently operated and funded

4a. cooperation between departments
4b. attendance keeping procedures
5a. the recreational program
5b. guidance procedures
5c. facilities

The results of an evaluation check list, used by staff to rate various program segments, is compiled in Table 25. The vocational education training was rated as the strongest area of the school and the supervision of the dorms, the attendance system at that time, and the recreation program were rated as the weakest areas.

RECOMMENDATIONS FOR IMPROVEMENT

A staff that is highly dedicated to the job-at-hand and especially to the disadvantaged youth with whom they work are usually attuned to the problems facing them in creating a successful educational program. Therefore, it is with the trainee's interest in mind that the following recommendations were made. Undoubtedly these points would immensely improve the operation of MVVS.

1. The entire residence program be improved by a better system of funding, better salaries, larger staff and closer ties with the entire program.

TABLE 25

STAFF RATINGS OF PROGRAM SEGMENTS

	RATINGS			
PROGRAM AREA	Strong	Average	Weak	No Response
Dorm Facilities	0%	23½%	47%	29½%
Dorm Cleanliness	23½%	29½%	17½%	29½%
Dorm Organization	0%	41%	47%	12%
Dorm Leader Attitudes	6%	23½%	47%	23½%
Dorm Supervision	6%	17½%	64½%	12%
Food Service	23½%	41%	29½%	6%
Recreation	0%	35%	53%	12%
Medical Services	23½%	41%	23½%	12%
Student Pay Schedule	41½%	35%	17½%	6%
Work Study Program	35%	47%	12%	6%
Attendance System	0%	29½%	64½%	6%
Vocational Education	70½%	23½%	0%	6%
Basic Education	35%	47%	12%	6%
Guidance	41%	47%	0%	12%
Purchasing	41%	29½%	0%	29½%
Program Administration	35%	47%	12%	6%
Program Supervision	29½%	47%	17½%	6%
Student Selection	0%	59%	29%	12%

2. A concentrated effort to improve the understanding and acceptance of each program area and each staff member and the communications between areas.

3. Stronger attendance procedures with clear policies and practices.

4. A better recreation program with adequate staff, equipment, and finances to provide a complete evening and weekend program.

5. An improvement of the trainee transportation system off the base.

6. An improvement of the educational staff through qualified additions, adequate salaries, and an adequately funded in-service program.

7. More flexibility in the MDTA procedures for funding and in all decisions relating to MVVS because of the unique nature of the program.

All staff members feel that the concept that has been part of this experimental residential center is one of the best things to have happened to education in Ohio, has proven it is necessary, and must be continued, expanded, and included in the educational setting of other areas of the country.

CHAPTER XII

TRAINING COSTS

Included in the cost of training MVVS enrollees is both educational training costs and trainee allowance costs. Included in the cost of training would be instructional, guidance, and administrative costs, purchase of instructional equipment and suppiles, rental and repair of instructional equipment and space, minor remodeling of existing facilities, and custodial and required utility services. Allowance cost reflects training allowances, subsistence, and transportation factors. Graph 2 represents the average costs of training ($1,058), the average allowance costs ($1,528), the total average cost for both training and allowances ($2,607), and an adjusted average total cost ($5,047) per trainee for the first two training years 1964-1965 and 1965-1966. The first three cost figures represent the average total costs per trainee whether the training was completed or not completed. The fourth cost figure is total operating cost adjusted to the total time enrolled for all trainees divided by an estimated training year of 48 training weeks to determine the estimated number of training years. Since most courses are less than twenty four weeks in duration this same data as compiled in Table 27, page 106 does not reflect actual graduate totals but mathematical student years.

GRAPH 2

COMPARATIVE COST AVERAGES
PER TRAINEE 1964-1966

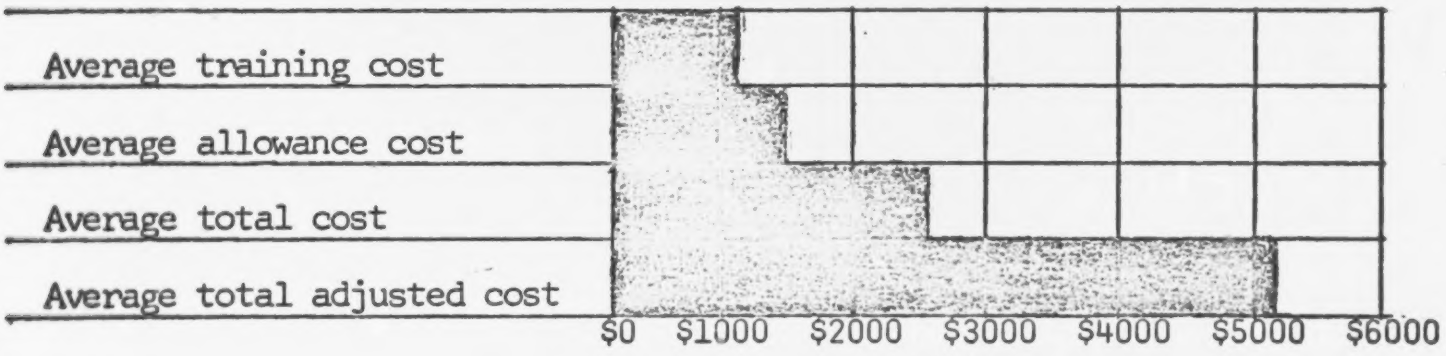


TABLE 26

ANALYSIS OF TRAINING COSTS

Project	Trainees Approved	Trainees Actually Enrolled	Trainees Graduated	Approved** Training Costs	Average* Cost Per Pupil	Approved** Allowance Costs	Average* Cost Per Pupil	Approved** Total	Average* Cost Per Pupil
286-(1-19)	640	859	442	$899,912	$1,048	$1,188,603	$1,384	$2,129,318	$2,479
511-(1-4)	95	90	53	$ 58,091	$ 645	$ 135,392	$1,504	$ 193,483	$2,150
5166	25	28	11	$ 22,182	$ 792	$ 48,430	$1,730	$ 70,612	$2,522
5186-(1-16)	805	833	433	$953,292	$1,144	$1,379,512	$1,656	$2,332,804	$2,800
6128-(1-4)	95	107	55	$ 94,379	$ 882	$ 176,626	$1,651	$ 271,005	$2,533
Totals	1660	1917	994	$2,027,856	$1,058	$2,928,563	$1,528	$4,997,222	$2,607

*Average costs are based on figures in column three which reflect trainees actually enrolled.
**Costs indicated are approved amounts and not necessarily amounts expended.

TABLE 27

ADJUSTED TOTAL TRAINING COSTS

AUGUST 1, 1964 - JUNE 3, 1966

PROJECT	STUDENT YEARS* 48 WEEKS	TOTAL** APPROVED BUDGET	48 WEEK CT./STU. YR (Operating)
286	378	$1,597,680	$4,226.66
5111	33	$ 190,445	$5,771.06
5166	11	$ 67,462	$6,132.90
5186	342	$2,004,322	$5,860.59
6128	47½	$ 236,041	$4,969.24
Totals	811½	$4,095,950	$5,047.37

*(Student years compiled by dividing total student weeks by 48)

**(Total maximum cost of each project as approved; those funds not used are de-obligated and returned to State or National pool.)

CHAPTER XIII

TRAINEE AGE AND EDUCATIONAL BACKGROUND FACTORS

A compilation of trainee age factors and trainee educational background are included in Tables 28 through 37, and Graphs 3 through 7, included in this section.

Of those who graduated from MVVS during the first two training years, 49% were high school graduates and 51% were drop-outs. Those who terminated from MVVS before completing training during this same time period represent 26% that were high school graduates and 74% that were high school drop-outs. It is therefore indicated that completion of a regular high school program is an indicator of successful completion of MVVS training. Table 28 and 29 show that in the first year of operation 17% of the referrals were high school graduates and 83% were high school drop-outs, whereas in the second year 38% were graduates and 62% were drop-outs.

Tables 30 and 34 show that the average age at MVVS is 18½ years old and that the 18 and 19 year old groups have a 35% graduation rate and 26½% termination rate, and the 16 and 17 year old age groups represent 13% of all graduates and 23½% of all terminations. Thus, the older a referral is, the better chance he has of successful completion of training. This information is further developed in Tables 31, 32, and 33 on page 112 and Table 35, 36, and 37 on page 114.

The series of graphs that appear on pages 115 and 116 show the comparative graduate and terminate ages for the first year (Graph 3), the second year, (Graph 4), and both years (Graph 5). Graphs 6 and 7 show comparative graduate ages and comparative terminate ages for 1964-1965 and 1965-1966. The contrast in percentages of 18 and 19 year olds graduated in 1965-1966 as contrasted to 1964-1965 indicates a much better completion rate. This is probably the result of the heavier draft calls during the second year of operation.

The second column of Tables 30 and 34 uses numerical identification as follows:

1. -Electrical Appliance
2. -Auto Body
3. -Auto Mechanics
4. -Auto Service Station Attendant Mechanic
5. -Baker
6. -Accounting Clerk
7. -General Office Clerk
8. -Cook
9. -Custodian
10. -Draftsman
11. -Tab Machine Operator
12. -Food Service Operator
13. -Groundskeeper-Custodian
14. -Building Maintenance
15. -Machine Operator
16. -Routeman
18. -Stock Inventory Clerk
19. -Welder
20. -Lawnmower Repairman

TABLE 28

EDUCATIONAL BACKGROUND

MVVS GRADUATES - 1964-66

	H.S. GRADUATES				H.S. DROPOUTS			
PROJECT	286	5111	5186	6128	286	5111	5186	6128
Electric Appliance	5		15		29		31	
Auto Body	1		1		9		7	
Auto Mechanics	0		9		11		4	
Auto Service Mechanics	5		3		30		18	
Baker	4		7		22		18	
Accounting Clerks	9	12	13		11	2	5	
General Office Clerks	8	5	29		10	4	13	
Cooking	5		3		23		23	
Custodian	0				34			
Drafting	12	15	23	15	6	1	2	1
Tab Machine Operator	12		30	13	8		6	2
Food Service	2		3		26		5	
Groundskeeper-Custodian	2		4		13		21	
Building Maintenance	3		3		23		14	
Machine Operator	4	4	25		23	7	12	
Routeman	4				13			
Stock Inventory Clerk	14		18		29		34	
Welders	5	1	13	5	27	12	24	12
Lawnmower Repairman				2				3
	95	37	199	35	347	26	237	18
		Total 271				Total 281		

TABLE 29

EDUCATIONAL BACKGROUND
MVVS TERMINATES 1964-1966

PROJECT	HIGH SCHOOL GRADUATES				HIGH SCHOOL DROPOUTS			
	286	5111	5186	6128	286	5111	5186	6128
Electric Appliance	4		9		26		25	
Auto Body	0		4		18		20	
Auto Mechanics	1		2		21		25	
Auto Service Mechanic	3		2		23		43	
Baking	2		3		33		19	
Accounting Clerk	4	3	5		7	4	3	
General Office Clerk	6	0	7		7	3	11	
Cooking	2		2		34		20	
Custodian	1				13			
Drafting	7	8	28	11	10	5	11	4
Tab Machine Operator	4		8	9	6		7	8
Food Service Worker	1		2		23		1	
Groundskeeper-Custodian	3		3		10		31	
Building Maintenance	2		2		44		26	
Machine Operator	2	3	11		19	8	16	
Routeman	3				22			
Stock Inventory Clerk	1		6		22		33	
Welding	2	0	3	1	31	8	15	12
Lawnmower Repairman	0			0				14
	48	14	97	21	369	28	306	38
	Totals 132				Totals 372			

TABLE 30

MVVS GRADUATE AGES 1964-66

Area totals	Training area	Age 21		Age 20		Age 19		Age 18		Age 17		Age 16		Age Unknown	
		1964-65	1965-66	1964-65	1965-66	1964-65	1965-66	1964-65	1965-66	1964-65	1965-66	1964-65	1965-66	1964-65	1965-66
80	1	3	4	3	7	8	8	6	11	12	13	2	2	0	1
18	2	1	2	2	1	2	3	2	0	3	1	0	1	0	0
24	3	4	3	0	1	3	1	2	6	2	2	0	0	0	0
56	4	6	3	3	1	4	6	8	5	11	5	3	1	0	0
51	5	3	4	4	3	9	8	6	5	3	4	1	1	0	0
52	6	12	3	3	2	3	15	1	11	1	0	0	0	0	1
69	7	5	8	8	11	3	16	1	14	1	0	0	1	0	1
54	8	4	5	7	7	5	4	8	6	4	2	0	2	0	0
34	9	8	0	4	0	11	0	5	0	5	0	0	0	1	0
75	10	4	5	4	2	4	28	6	20	0	2	0	0	0	0
71	11	6	6	6	7	7	14	1	24	0	0	0	0	0	0
36	12	2	1	5	1	7	1	7	3	6	1	1	1	0	0
40	13	3	4	6	5	5	10	1	2	0	2	0	1	0	1
43	14	5	4	4	3	7	4	8	4	1	2	1	0	0	0
75	15	7	8	9	4	7	13	3	17	0	4	0	1	1	1
17	16	3	0	7	0	2	0	4	0	1	0	0	0	0	0
95	18	11	5	11	9	11	21	7	11	1	4	2	2	0	0
99	19	9	13	7	13	6	10	5	23	4	7	1	1	0	0
5	20	0	2	0	0	0	1	0	1	0	0	0	1	0	0
994		96	80	93	77	104	163	81	163	55	49	11	15	2	5
Age Totals		176		170		267		244		104		26		7	

TABLE 31

1964 - 1965 Graduates

90 or 22% of graduates were 21 years old
93 or 21% of graduates were 20 years old
104 or 23½% of graduates were 19 years old
81 or 18% of graduates were 18 years old
55 or 12% of graduates were 17 years old
11 or 3% of graduates were 16 years old
2 or ½% of graduates were of unknown age

442 graduates

TABLE 32

1965 - 1966 Graduates

80 or 14% of graduates were 21 years old
77 or 14% of graduates were 20 years old
163 or 29½% of graduates were 19 years old
163 or 29½% of graduates were 18 years old
49 or 9% of graduates were 17 years old
15 or 3% of graduates were 16 years old
5 or 1% of graduates were of unknown age

552 graduates

TABLE 33

All Graduates 1964 - 1966

176 or 18% of all graduates were 21 years old
170 or 17½% of all graduates were 20 years old
267 or 26½% of all graduates were 19 years old
244 or 24½% of all graduates were 18 years old
104 or 10½% of all graduates were 17 years old
20 or 2½% of all graduates were 16 years old
7 or ½% of all graduates were of unknown age

994 graduates

TABLE 34

MVVS TERMINATE AGES 1964-1966

Area totals	Training area	Age 21		Age 20		Age 19		Age 18		Age 17		Age 16		Age Unknown	
		1964-65	1965-66	1964-65	1965-66	1964-65	1965-66	1964-65	1965-66	1964-65	1965-66	1964-65	1965-66	1964-65	1965-66
64	1	2	2	2	8	8	4	6	7	10	7	1	6	1	0
42	2	2	4	2	2	5	5	4	6	2	3	2	3	1	1
49	3	2	0	4	4	2	6	2	7	8	7	1	3	3	0
71	4	1	3	4	3	7	7	4	6	9	14	1	11	0	1
57	5	7	1	2	6	3	4	8	3	13	6	1	2	1	0
26	6	1	5	1	2	4	3	4	4	1	1	0	0	0	0
34	7	2	3	5	2	3	3	2	9	-	3	0	1	1	0
58	8	4	4	7	2	9	6	10	5	5	5	1	0	0	0
14	9	1	0	4	0	3	0	3	0	3	0	0	0	0	0
84	10	5	2	3	8	3	19	4	33	2	3	0	0	0	2
42	11	1	2	1	8	5	7	2	11	1	2	0	1	0	1
27	12	1	0	5	0	7	3	5	0	6	0	0	0	0	0
47	13	3	4	2	2	2	10	4	8	1	10	1	0	0	0
74	14	9	1	9	6	9	5	14	7	4	5	1	3	0	1
59	15	2	6	2	7	9	11	5	8	3	3	0	1	0	2
25	16	5	0	1	0	6	0	8	0	3	0	1	0	1	0
62	18	7	3	2	7	4	9	5	11	4	5	1	4	0	0
72	19	7	9	7	2	8	10	5	9	4	5	2	3	0	1
14	20	0	2	0	1	0	2	0	2	0	4	0	3	0	0
921		62	51	63	70	97	114	95	136	79	83	13	41	8	9
Age Totals		113		133		211		231		162		54		17	

TABLE 35

1964 - 1965 Terminates

62 or 15% of terminates were 21 years old
63 or 15% of terminates were 20 years old
97 or 23% of terminates were 19 years old
95 or 23% of terminates were 18 years old
79 or 19% of terminates were 17 years old
13 or 3% of terminates were 16 years old
8 or 2% of terminates were of unknown age

417 terminations

TABLE 36

1965 - 1966 Terminates

51 or 10% of terminates were 21 years old
70 or 14% of terminates were 20 years old
114 or 22½% of terminates were 19 years old
136 or 27% of terminates were 18 years old
83 or 16½% of terminates were 17 years old
41 or 8% of terminates were 16 years old
9 or 2% of terminates were of unknown age

504 terminations

TABLE 37

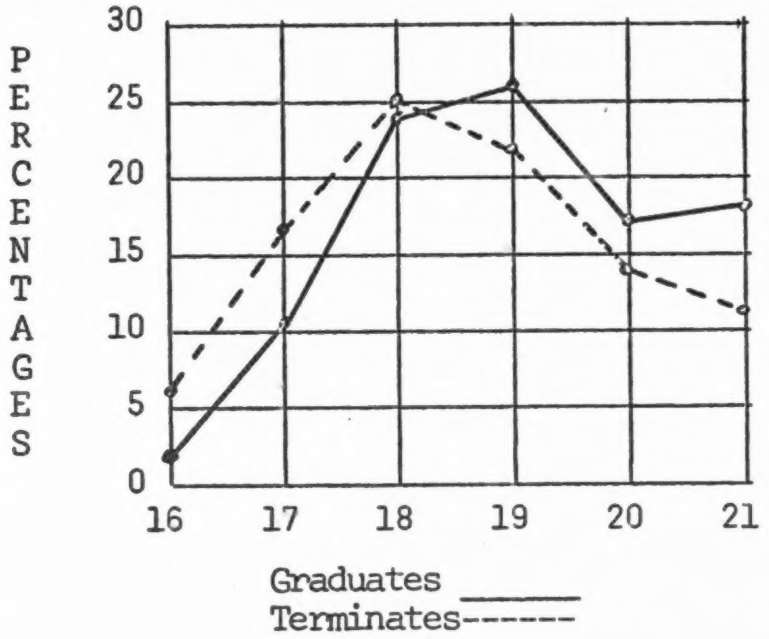
All Terminations - 1964-1966

113 or 12% of all terminates were 21 years old
133 or 14½% of all terminates were 20 years old
211 or 23% of all terminates were 19 years old
231 or 25% of all terminates were 18 years old
162 or 17½% of all terminates were 17 years old
54 or 6% of all terminates were 16 years old
17 or 2% of all terminates were of unknown age

921 terminations

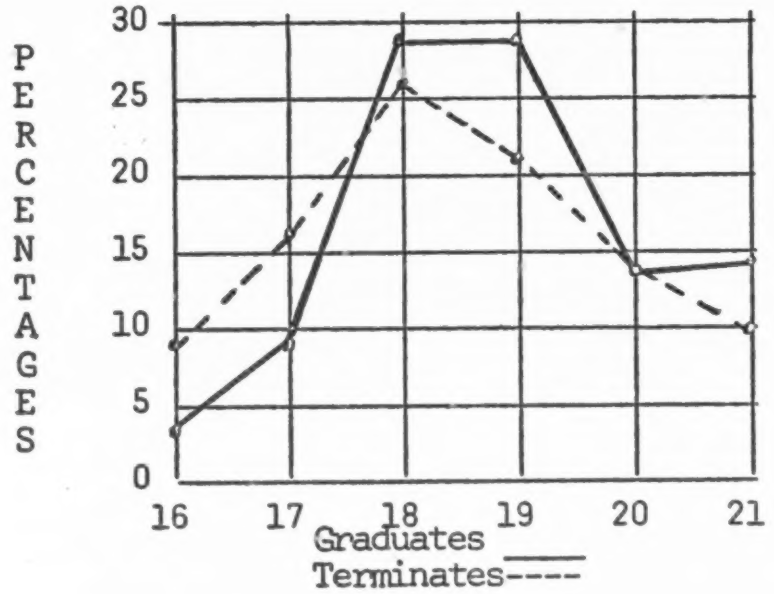
GRAPH 3

COMPARATIVE GRADUATE - TERMINATE AGES 1964 - 1965



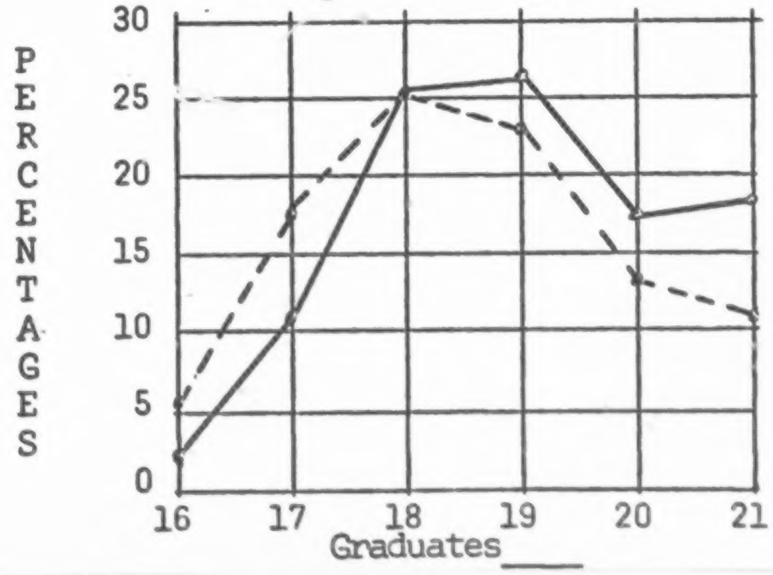
GRAPH 4

COMPARATIVE GRADUATE - TERMINATE AGES 1965 - 1966



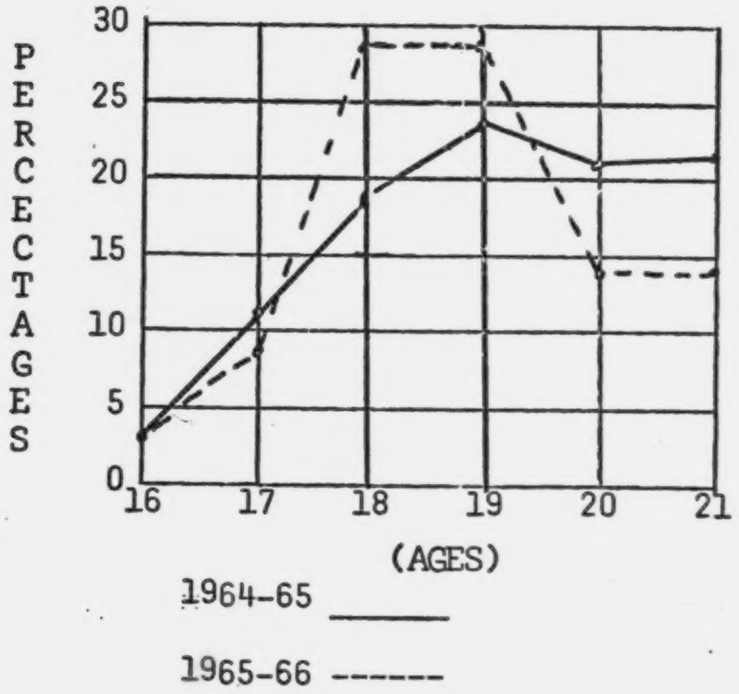
GRAPH 5

COMPARATIVE GRADUATE - TERMINATE AGES 1964 - 1966
(compiled - two years)



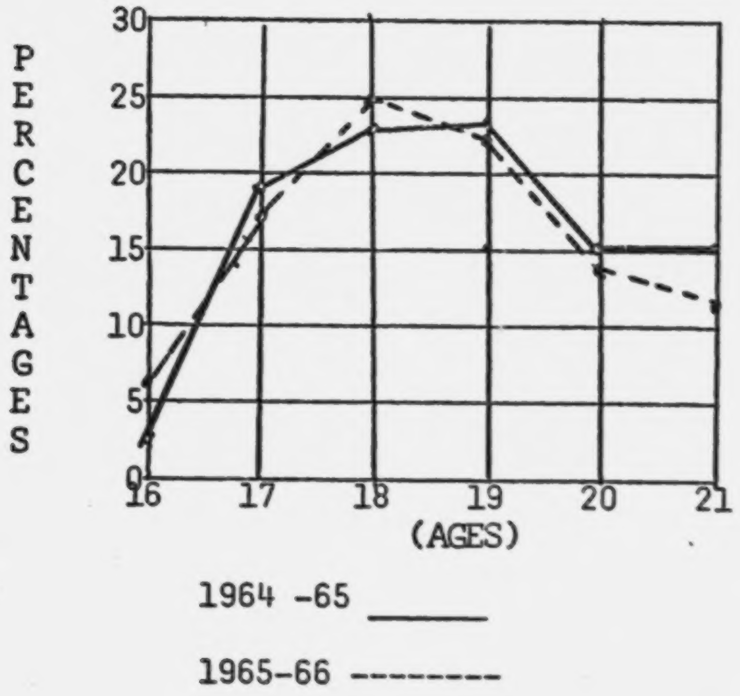
GRAPH 6

GRADUATE PERCENTAGES BY AGE



GRAPH 7

TERMINATE PERCENTAGES BY AGE



CHAPTER XIV

TRAINING AREA STATISTICS

This section of the study attempts to amass much of the information that was gathered on trainees for the first three years of operation (1964-1965, 1965-1966, and 1966-1967) into one section for comparison purposes. Table 38 will aid in the identification of the project and year of occurence.

TABLE 38

MVVS PROJECT ASSIGNMENT NUMBERS
FOR THE FIRST THREE YEARS OF OPERATION

Project	Sections	Training Year
286	001-019	1964-1965
5111	001-004	1965-1966
5166		1965-1966
5186	001-016	1965-1966
6128	001-004	1965-1966
6200	014-015	1966-1967
7082	001-004	1966-1967
7115	001-011	1966-1967

The most comprehensive data available relates to the first year of operation although there is a fair sampling of information on second year projects and inclusion of everything that was available to January 30, 1967 on the third years program. Most information for the first year was from actual interview contact, for the second year from mail contacts and MVVS records and for the third year mainly MVVS records.

The first page of each training section analysis shows referral, termination, graduation, and placement data. The first portion of the page identifies the project number, established quota, the actual number of referrals, the percentages of the total number who terminated and those within this total who terminated within the first thirty days after referral, and the total number of graduates. In each of these compilations the present year (1966-1967) projects with project numbers 6200, 7082, 7115 are separated from those projects in training for 1964-1965 and 1965-1966. The second section of data shows placement statistics for the first two year's graduates only. Column 1 shows total graduates, column 2 the total contacted, column 3 the percentage of contact, columns 4, 5, 6, 7, and 8 show follow-up information on placement (related to training, unrelated to training, unemployed, in the armed services, other situations such as back in school, college, jail, or in a hospital, etc.), column 9 reflects the total percentage employed, column 10 shows the percentage unemployed, and the final column all other situations such as service, etc. Following these are related and unrelated hourly wage averages and wage ranges, percentage of those employed in related employment and those employed in unrelated employment. The final listings give the job titles and number of graduates employed as such for both related and unrelated placement.

The second page or pages of information show offices that referred, the total number of referrals for each project, and the placement data where available.

The third set of pages reflect the total termination situation for each city that referred, with the first columns showing total referrals whether terminations or graduates and the middle columns reflecting the terminations of less than or more than 30 days. The last three columns indicate first the total of terminations per referring office, the percentage of referrals that terminated, and last the percentage of referrals that terminated in less than 30 days.

The final page for each training area is a tabulation in the first half page of high school background for MVVS graduates and MVVS terminates for the first two years of projects. These are tallied by graduates and then drop-outs by grade of drop-out. The bottom section of the page shows age tabulations for 1964-1965 and 1965 -1966 by graduates and terminates.

Graph 1 (page 120) is a total picture of graduate and terminate percentages for the first two years of training (1964-1966) for each vocational training area. The overall average of graduates is 51% and the total overall termination is 49%.

Table 39, (page 121) reflects a composite of placement data for all of the training areas. Column 1 indicates the training area by the numbers which are used after the title for each area in the index on this page. Column 2 shows overall contact percentages, column 3 total placement, column 4 placement excluding those in service or school, column 5 reflects unemployed percentages, and the last two columns related and unrelated placement.

The table at the close of this chapter (Table 40, pages 244-248) represents total referrals by city for the first two and one-half years.

INDEX TO VOCATIONAL SECTIONS

Vocational Area	Page
Electrical Appliance Repairman (1)	122
Auto Body Repairman (2)	129
Auto Mechanic (3)	135
Auto Service Station Attendant Mechanic(4)	141
Baker (5)	148
Accounting Clerk (6)	154
General Office Clerk (7)	161
Cook (8)	168
Custodian (9)	174
Draftsman (10)	179
Computer-Peripheral Equipment Operator (11)	186
Food Service Worker (12)	193
Groundskeeper-Custodian (13)	199
Building Maintenance (14)	206
Machine Operator (15)	213
Routeman (16)	220
Stock Inventory Clerk (18)	225
Welder (19)	232
Lawnmower Repairman (20)	239

GRAPH 1

PERCENTAGE GRADUATED AND TERMINATED BY VOCATIONAL TRAINING AREA
1964 - 1966

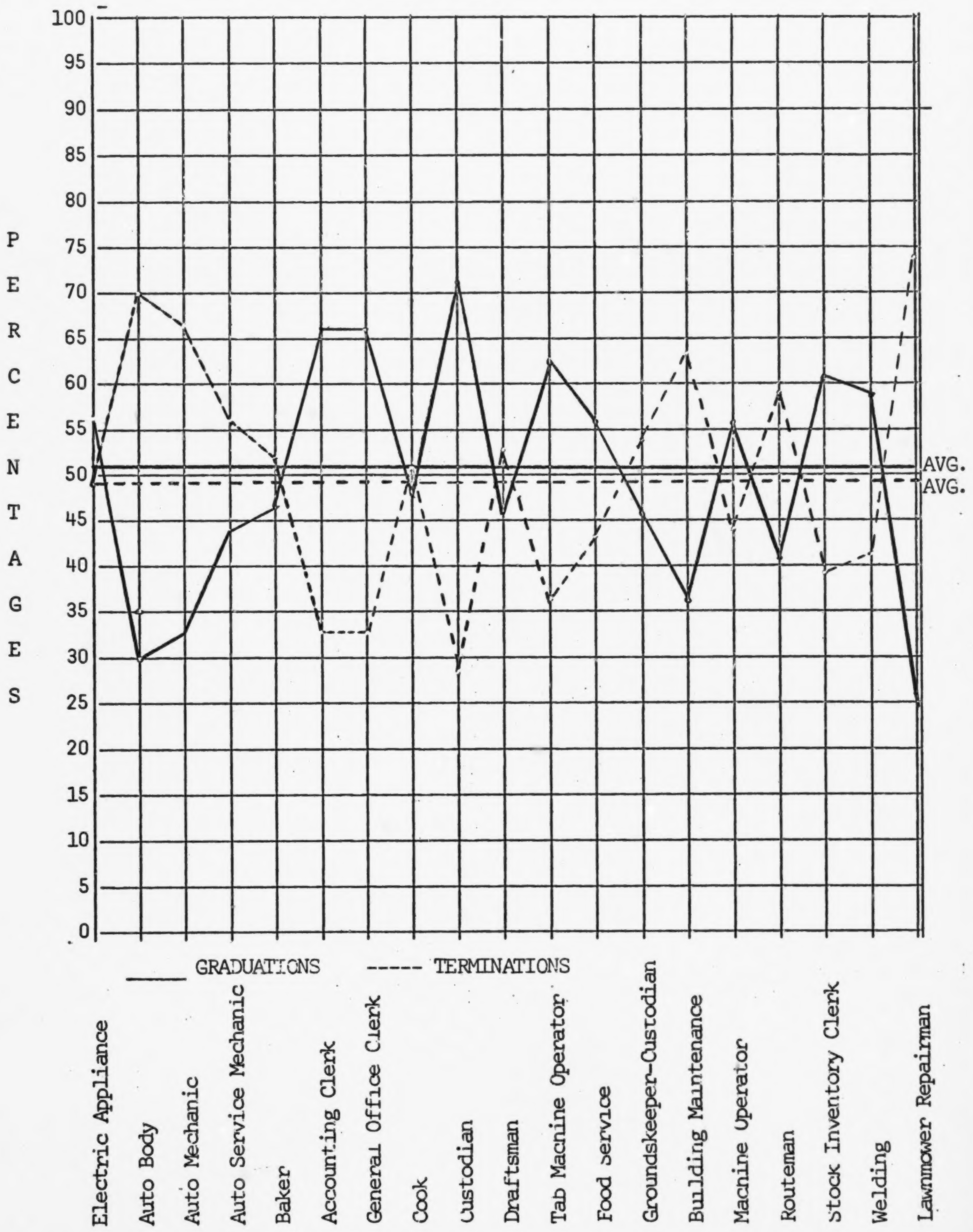


TABLE 39

OVERALL PLACEMENT COMPARISON BY SECTION 1964-1966

Section Number	Contact Percentage	Placement Including Schools, Service, etc.	Job Placement Only	Unemployed	Related Employment Placement	Unrelated Employment Placement
1	57½%	80½%	63%	19½%	41%	59%
2	83%	86%	73%	13%	82%	18%
3	62½%	100%	80%	0%	75%	25%
4	80%	78%	61%	22%	48%	52%
5	53%	89%	78%	11%	38%	72%
6	56%	86%	58%	14%	35%	65%
7	65%	87%	71%	13%	25%	75%
8	65%	80%	66%	20%	35%	65%
9	82%	71%	61%	29%	29%	71%
10	76%	98%	84%	2%	74%	26%
11	55%	100%	79%	0%	39%	61%
12	64%	78%	65%	22%	60%	40%
13	57%	96%	82%	4%	53%	47%
14	58%	88%	68%	12%	24%	76%
15	72%	93%	78%	7%	90%	10%
16	76%	100%	84%	0%	9%	91%
*18	63%	82%	64%	18%	47%	53%
19	60%	87%	72%	13%	79%	21%
AVERAGE	66%	88%	71½%	12%	49%	51%

* Section 17 - Barbering was originally scheduled but never offered.

ELECTRICAL APPLIANCE REPAIRMAN

ELECTRICAL APPLIANCE REPAIRMAN

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-001	20	37	20(54%)	15(75%)	17	46%
286-001-1	25	27	10(37%)	4(40%)	17	63%
5186-001-1	20	25	14(56%)	10(71%)	11	44%
5186-001-2	20	13	1(7%)	0(0%)	12	93%
5186-001-3	20	20	11(55%)	5(45%)	9	45%
5186-001-4	20	22	8(36%)	4(50%)	14	64%
Total	125	144	64(44%)	38(60%)	80	56%
7082-001	20	21	10(48%)	2(20%)	11	52%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-001	17	12	70%	1	7	1	3	0	66%	8%	26%
286-001-1	17	13	76%	1	6	5	1	0	53%	38%	9%
5186-001-1	11	8	73%	3	3	1	1	0	75%	12½%	12½%
5186-001-2	12	7	58%	4	0	2	1	0	57%	28%	15%
5186-001-3	9	2	22%	2	0	0	0	0	100%		
5186-001-4	14	4	28%	1	1	0	2	0	25%	25%	50%
Total	80	46	57%	12	17	9	8	0	63%	19%	18%

Related hourly wage average $1.88 Range: $1.25 to $3.00
Unrelated hourly wage average $1.80 Range: $1.15 to $2.65

Of those known employed - 41% were in related employment
- 59% were in unrelated employment

JOB TITLES -

RELATED		UNRELATED	
Apprentice Repairman	6	Factory laborer	8
Serviceman	1	Construction laborer	2
Electronics packer	2	Orderly	1
Electricians helper	2	Clerk	2
Engineer technician	1	Station attendant	1
		Painter	1
		Woodworker	1
		Lot boy	1

ELECTRICAL APPLIANCE REPAIRMAN

GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No data available
	286	5186	7082							
Akron	3		1		1	1				1
Ashtabula		2								2
Athens		1								1
Bellefontaine		1			1					
Bridgeport		1			1					
Cambridge		2	1		1					1
Canton	3				1	1	1			
Cincinnati	1	5	3		1	2	1			2
Cleveland	4	5	1		1	2	2			4
Columbus		5			2					3
Dayton	2	3			2		1			2
Elyria	1	1				1				1
Findlay		2			1					1
Fostoria		1								1
Gallipolis	1	2				1				2
Jackson		1								1
Lancaster	1									1
Lima		2				1				1
Lorain	4		1			3				1
Mansfield	1						1			
Marion		1						1		
Massillon		2								2

ELECTRICAL APPLIANCE REPAIRMAN

GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No data available
	286	5186	7082							
Middletown	2	1	1			2				1
Newark	1	1						1		1
Portsmouth	2						1	1		
Springfield	2	1				3				
Steubenville		1								1
Toledo		4	1					1		3
Warren	1									1
Washington C.H.	1	1	1				1	1		
Youngstown	3		1					3		
Zanesville	1						1			
Totals	34	46	11		12	17	9	8		34

ELECTRICAL APPLIANCE
REPAIRMAN
TERMINATES

TOTAL REFERRALS 286	5186	7082	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
5	1	1	Akron	1	1	1	0			3	43%	67%
1	2		Ashtabula	1						1	33%	100%
	1		Athens							0	0%	0%
1	2		Barberton	1		1	1			3	100%	67%
	1		Bellefontaine							0	0%	0%
	1		Bridgeport							0	0%	0%
4			Canton	1	1					1	25%	100%
	2	1	Cambridge							0	0%	0%
1	7	6	Cincinnati			1	1	1	2	5	36%	40%
6	6	5	Cleveland	2			1		4	7	41%	29%
1	6		Columbus				1			2	29%	0%
6	4	1	Dayton	3	1		1		1	6	54½%	33%
	1		E. Liverpool			1				1	100%	100%
1	1		Elyria							0	0%	0%
1	2		Findlay	1						1	33%	100%
	1		Fostoria							0	0%	0%
	1		Hamilton			1				1	100%	100%
	4		Jackson			3				3	75%	100%
1	2		Gallipolis							0	0%	0%
1	1		Lancaster				1			1	50%	0%
1	3		Lima	1			1			2	50%	50%
5		1	Lorain		1					1	17%	0%

ELECTRICAL APPLIANCE REPAIRMAN TERMINATES

TOTAL REFERRALS 286	5186	7082	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
2	2		Mansfield		1	2				3	75%	67%
	2		Marion				1			1	50%	0%
	2		Massillon							0	0%	0%
3	1	1	Middletown		1					1	20%	0%
	1		Mt. Vernon			1				1	100%	100%
1	2		Newark				1			1	33%	0%
1			Painesville		1					1	100%	0%
	2		Sidney			2				2	100%	100%
5	5		Springfield	3		2	2			7	70%	57%
	5	1	Steubenville			4		1		5	83%	100%
1	4	1	Toledo	1						1	17%	100%
1	2		Warren				2			2	67%	0%
1	1	1	Washington C.H.							0	0%	0%
9	2	1	Youngstown	3	3		2			8	67%	25%
3			Zanesville	1	1					2	67%	50%
2		1	Portsmouth						1	1	33%	0%
64	80	21	Totals	19	11	19	15	2	8	74		

ELECTRICAL APPLIANCE REPAIRMAN

EDUCATIONAL BACKGROUND

		286	5186
M.V.V.S. GRADUATES WHO WERE:			
H.S. Graduates -		5	15
H.S. Dropouts in grade -	12	1	0
	11	1	3
	10	7	9
	9	13	12
	8	4	0
	7	1	3
	6	1	0
	Spec. Ed.	1	1
	Unknown	0	3
		34	46
M.V.V.S. TERMINATES WHO WERE:			
H.S. Graduates -		4	9
H.S. Dropouts in grade -	12	0	0
	11	5	5
	10	8	4
	9	6	9
	8	6	5
	7	1	1
	Unknown	0	1
		30	34
Total H.S. Graduates -		9(14%)	24(30%)
Total H.S. Dropouts -		55(86%)	56(70%)

AGE FACTORS

		286	5186
M.V.V.S. GRADUATE AGES -	21	3	4
	20	3	7
	19	8	8
	18	6	11
	17	12	13
	16	2	2
	Unknown	0	1
		34	46
M.V.V.S. TERMINATE AGES -	21	2	2
	20	2	8
	19	8	4
	18	6	7
	17	10	7
	16	1	6
	Unknown	1	0
		30	34

AUTO BODY

AUTO BODY

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-002	20	28	18(64%)	4(22%)	10	36%
5186-002	20	32	24(75%)	9(37%)	8	25%
Total	40	60	42(70%)	13(31%)	18	30%
7082-002	20	33	21(64%)	7(33%)	12	36%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-002	10	10	100%	5	1	2	2	0	60%	20%	20%
5186-002	18	5	62%	4	1	0	0	0	100%	0%	0%
Total	28	15	83%	9	2	2	2	0	73%	13%	13%

Related hourly wage average $2.05 Range: $1.25 to $3.05
Unrelated hourly wage average 2.08 Range: $1.95 to $2.22

Of those known employed -82% were in related employment
-18% were in unrelated employment

JOB TITLES -

RELATED

Bodyman	8
Auto body painter	1

UNRELATED

Shipper	1
Factory laborer	1

AUTO BODY - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	5186	7082							
Akron	1				1					
Bridgeport		1								1
Canton	1							1		
Chillicothe			1							1
Cleveland	1	1	2			2				2
Columbus	1				1					
Dayton			1							1
East Liverpool			1							1
Elyria	1	1			1					1
Gallipolis		1			1					
Hamilton		1			1					
Lorain	1		1		1					1
Mansfield			1							1
Marietta		1								1
Mt. Vernon			1							1
Warren			2							2
Washington C.H.	1						1			
Youngstown	3	2	1		3		1	1		1
Unknown			1							1
Totals	10	8	12		9	2	2	2		15

AUTO BODY TERMINATES

TOTAL REFERRALS											
286	5186	7082	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals
		1	Alliance					1		1	100%	100
1	1		Akron				1			1	50%	0
1		1	Ashtabula		1				1	2	100%	0%
	1		Barberton			1				1	100%	100
	1		Bridgeport							0	0%	0
	1		Cambridge			1				1	100%	100
1	1		Canton			1				1	50%	100
		1	Chillicothe							0	0%	0%
2			Cincinnati		2					2	100%	0%
3	4	3	Cleveland		2		3	1		6	60%	17%
4	2		Columbus	2	1		2			5	83%	40%
2	1	1	Dayton	1	1		1			3	75%	33%
	1	2	East Liverpool			1		1		2	67%	100
2	4		Elyria		1	1	2			4	100%	25%
1			Fostoria		1					1	100%	0%
	1		Gallipolis							0	0%	0%
	1		Hamilton							0	0%	0%
	2		Lancaster			1	1			2	100%	50%
1		1	Lorain							0	0%	0%
	1		Marietta							0	0%	0%
1			Marion		1					1	100%	0%
1		1	Mansfield		1					1	50%	0%

AUTO BODY
TERMINATES

TOTAL REFERRALS 286	5186	7082		CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days			Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
	1			Massillon				1					1	100%	0%
		3		Mt. Vernon						2			2	67%	0%
	1			Newark				1					1	100%	0%
		1		Springfield					1				1	100%	100%
	1			Steubenville				1					1	100%	0%
2		1		Toledo		2				1			3	100%	0%
		3		Warren					1				1	33%	100%
2	1			Washington C.H.	1		1						2	67%	100%
	1			Wooster				1					1	100%	0%
3	5	3		Youngstown			2	1		2			5	45½%	40%
1				Zanesville		1							1	100%	0%
		11		Unknown					2	8			10	91%	20%
28	32	33		Totals	4	14	9	15	7	14			63		

AUTO BODY

EDUCATIONAL BACKGROUND

		286	5186
M.V.V.S. GRADUATES WHO WERE:			
H.S. Graduates -		1	1
H.S. Dropouts in grade -	12	0	1
	11	2	1
	10	1	2
	9	4	1
	8	1	0
	7	1	1
	6	0	0
	Unknown	0	1
		10	8
M.V.V.S. TERMINATES WHO WERE:			
H.S. Graduates -		0	4
H.S. Dropouts in grade -	12	0	0
	11	1	0
	10	2	7
	9	6	9
	8	4	2
	7	1	1
	6	1	0
	Unknown	3	1
		18	24
Total H.S. Graduates -		1(3%)	5(16%)
Total H.S. Dropouts -		27(97%)	27(84%)

AGE FACTORS

		286	5186
M.V.V.S. GRADUATE AGES -	21	1	2
	20	2	1
	19	2	3
	18	2	0
	17	3	1
	16	0	1
	Unknown Age	0	0
		10	8
M.V.V.S. TERMINATE AGES -	21	2	4
	20	2	2
	19	5	5
	18	4	6
	17	2	3
	16	2	3
	Unknown Age	1	1
		18	24

AUTO MECHANICS

AUTO MECHANICS

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-003	20	33	22(67%)	9(41%)	11	33%
5186-003	25	40	27(67½%)	7(26%)	13	32½%
Total	45	73	49(67%)	16(33%)	24	33%
7082-003	25	37	13(35%)	7(54%)	Current- 24	65%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-003	11	9	82%	5	2	0	2	0	7(78%)	0(0%)	2(22%)
5186-003	13	6	46%	4	1	0	1	0	5(83%)	0(0%)	1(17%)
Total	24	15	62½%	9	3	0	3	0	12(80%)	0(0%)	3(20%)

Related hourly wage average	$2.02	Range: $1.00 to $3.64
Unrelated hourly wage average	$2.28	Range: $2.05 to $2.68

Of those known employed -75% were in related employment
-25% were in unrelated employment

JOB TITLE -

RELATED		UNRELATED	
Mechanic	6	Laborer	2
Mechanic helper	2	Millwright helper	1
Front-end mechanic	1		

AUTO MECHANICS - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	5186	7082							
Akron	1									1
Ashtabula	1	1	1		1					2
Barberton	1	1								2
Bridgeport		1						1		
Cambridge		1			1					
Canton	1							1		
Cincinnati	1		2			1				2
Cleveland		1	3							4
Columbus	1	1	1		2					1
Dayton	1		1		1					1
East Liverpool			2							2
Elyria	1	1			1					1
Findlay	1				1					
Fremont			1							1
Lorain		1			1					
Newark		1								1
Springfield		1								1
Steubenville			1							1
Toledo			2							2
Washington C.H.		1			1					
Youngstown	2	2	1			2		1		2
Zanesville			1							1
Unknown			8							8
Totals	11	13	24		9	3	0	3		33

AUTO MECHANIC
TERMINATES

TOTAL REFERRALS															
286	5186	7082		CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days			Total terminations	Percentage of referrals terminated	Percentage of referals term. -less than 30 days
3	1			Akron	1	1		1					3	75%	33%
1				Alliance		1							1	100%	0%
1	2	1		Ashtabula				1					1	25%	0%
1	1			Barberton									0	0%	0%
	1			Bridgeport									0	0%	0%
	1			Cambridge									0	0%	0%
2		1		Canton	1					1			2	67%	50%
2	1	2		Cincinnati	1			1					2	40%	50%
1	6	4		Cleveland		1	2	3	1				7	64%	43%
2	1	3		Columbus	1					2			3	50%	33%
1	1	1		Dayton			1						1	100%	100%
	1	3		E. Liverpool				1	1				2	50%	50%
1	1			Elyria									0	0%	0%
1				Findlay									0	0%	0%
	1			Fostoria				1					1	100%	0%
	1	1		Fremont			1						1	50%	100%
	1			Gallipolis				1					1	100%	0%
	1			Ironton				1					1	100%	0%
1	1			Jackson	1			1					2	100%	50%
	1			Lancaster			1						1	100%	100%
2	1	1		Lorain	2				1				3	75%	100%
1				Mount Vernon		1							1	100%	0%

AUTO MECHANICS
TERMINATES

TOTAL REFERRALS															
286	5186	7082		CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days			Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
	2			Newark				1					1	50%	0%
1				Niles		1							1	100%	0%
	1			Painesville				1					1	100%	0%
	1			Ravenna				1					1	100%	0%
	1			St. Marys				1					1	100%	0%
1				Sidney		1							1	100%	0%
1	2			Springfield		1		1					2	67%	0%
		1		Steubenville									0	0%	0%
4	1	3		Toledo	1	3		1		1			6	75%	17%
	1			Warren				1					1	100%	0%
	1			Washington C.H.									0	0%	0%
	1			Wooster			1						1	100%	100%
5	4	2		Youngstown		3	1	1	1				6	55%	33%
1	1	1		Zanesville	1			1					2	67%	50%
		13		Unknown					3	2			5	39%	40%
33	40	37		Total	9	13	7	20	7	6			62		

AUTO MECHANICS

EDUCATIONAL BACKGROUND

		286	5186
M.V.V.S. GRADUATES WHO WERE:			
H.S. Graduates -		0	9
H.S. Dropouts in grade -	12	0	0
	11	0	0
	10	4	2
	9	4	1
	8	3	1
	7	0	0
	6	0	0
	Unknown	0	0
		11	13
M.V.V.S. TERMINATES WHO WERE:			
H.S. Graduates -		1	2
H.S. Dropouts in grade -	12	0	0
	11	2	4
	10	2	9
	9	7	7
	8	9	2
	7	1	0
	6	0	0
	Unknown	0	3
		22	27
Total H.S. Graduates -		1(3%)	11(30%)
Total H.S. Dropouts -		32(97%)	26(70%)

AGE FACTORS

		286	5186
M.V.V.S. GRADUATE AGES -	21	4	3
	20	0	1
	19	3	1
	18	2	6
	17	2	2
	16	0	0
	Unknown Age	0	0
		11	13
M.V.V.S. TERMINATE AGES -	21	2	0
	20	4	4
	19	2	6
	18	2	7
	17	8	7
	16	1	3
	Unknown Age	3	0
		22	27

AUTO SERVICE STATION ATTENDANT MECHANIC

AUTO SERVICE STATION ATTENDANT MECHANIC

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-004	20	36	21(58%)	14(67%)	15	42%
286-004A	25	25	5(20%)	2(40%)	20	80%
5186-004-1	20	22	14(64%)	5(36%)	8	36%
5186-004-2	20	22	12(55%)	1(9%)	10	45%
5186-004-3	20	22	19(86%)	13(68%)	3	14%
Total	105	127	71(56%)	35(49%)	56	44%
7082-004	20	28	17(61%)	8(47%)	11	39%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-004	15	14	93%	5	2	4	3	0	50%	29%	21%
286-004A	20	17	85%	4	5	4	2	2	53%	24%	23%
5186-004-1	8	6	75%	2	2	1	0	1	66%	17%	17%
5186-004-2	10	8	80%	1	2	3	1	1	38%	38%	24%
5186-004-3	3	2	67%	0	2	0	0	0	100%	0%	0%
Total	56	47	84%	12	13	12	6	4	53%	25%	22%

Related hourly wage average $1.38 Range: $1.10 to $2.13
Unrelated hourly wage average $1.67 Range: $ .95 to $2.50

Of those known employed - 48% were in related employment
- 52% were in unrelated employment

JOB TITLES -

RELATED		UNRELATED	
Service station attend.	8	Laborer	5
Service station clerk	1	Janitor	1
Mechanic's helper	2	Stockboy	1
Ass't. mechanic	1	Carpenter	1
		Dishwasher	1
		Assembly	1
		Salesman	1
		Kitchen helper	1
		Concession stand (helper)	1

AUTO SERVICE STATION ATTENDANT MECHANIC

GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No data available
	286	5186	7082							
Akron	2	1	1		2					2
Barberton		1					1			
Bellefontaine	1	1				1		1		
Bowling Green		2				1			1	
Bridgeport	2						1	1		
Cambridge	1				1					
Chillicothe	1						1			
Cincinnati	2		1		1		1			1
Cleveland	3				1	1			1	
Columbus		1	1							2
Dayton	3	1			1	1	2			
East Liverpool			1							1
Elyria		2	1				1			2
Findlay	2				1	1				
Fremont		1				1				
Ironton	1						1			
Logan	1	1			1					1
Lorain	1	1					1	1		
Marietta		1								1
Middletown	1									1
New Philadelphia		1						1		
Painesville		1			1					

AUTO SERVICE STATION ATTENDANT MECHANIC

GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT									
	286	5186	7082							
Piqua	1	2				2				1
Portsmouth	1							1		
Salem	2							1		1
Springfield	1	1	1		1	1				1
Steubenville		1								
Warren	1					1				
Washington C.H.	4					1	1		1	1
Youngstown	3	2	3		1	2	1		1	3
Zanesville	1				1					
Unknown			2							2
Totals	35	21	11		12	13	12	6	4	20

AUTO SERVICE STATION
ATTENDANT MECHANIC
TERMINATES

TOTAL REFERRALS 286	5186	7082	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage or referrals term. -less than 30 days
3	2	1	Akron		1		1			2	33%	0%
	1		Alliance				1			1	100%	0%
		1	Ashtabula						1	1	100%	0%
	2		Barberton			1				1	50%	100%
2	4		Bellefontaine		1	2	1			4	67%	75%
	3		Bowling Green				1			1	33%	0%
2	1		Bridgeport				1			1	33%	0%
1			Cambridge							0	0%	0%
1	2	1	Canton		1		2		1	4	100%	0%
1	1		Chillicothe			1				1	50%	100%
2		3	Cincinnati					2		2	40%	100%
6	3	1	Cleveland	1	2	1	2		1	7	70%	29%
1	5	2	Columbus	1		1	3	1		6	75%	50%
		1	Coshocton						1	1	100%	0%
5	2	1	Dayton	2			1		1	4	50%	50%
2	2	1	East Liverpool	2		2				4	80%	100%
	3	1	Elyria				1			1	25%	0%
3			Findlay	1						1	33%	100%
2			Fostoria	2						2	100%	100%
	1		Fremont							0	0%	0%
1			Ironton							0	0%	0%
	1		Lancaster				1			1	100%	0%
	2		Lima			1	1			2	100%	100%

AUTO SERVICE STATION ATTENDANT MECHANIC TERMINATION

TOTAL REFERRALS 286	5186	7082	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
1	1		Logan							0	0%	0%
2	2		Lorain	1		1				2	50%	100%
	1		Mansfield			1				1	100%	100%
	1		Marietta							0	0%	0%
2	1		Marion		2	1				3	100%	33%
1			Middletown							0	0%	0%
	1		Newark				1			1	100%	0%
	1		N. Philadelphia							0	0%	0%
	3		Painesville			1	1			2	67%	50%
1	3		Piqua			1				1	25%	100%
1			Portsmouth							0	0%	0%
	1		Ravenna			1				1	100%	100%
1		1	St. Marys	1					1	2	100%	50%
2			Salem							0	0%	0%
2			Sandusky	2						2	100%	100%
1	3	1	Springfield			1	1			2	40%	50%
1	5		Steubenville	1		3	1			5	80%	100%
1		1	Toledo	1					1	2	100%	50%
1	3	1	Warren				3	1		4	80%	25%
6	1	1	Washington C.H.		2		1	1		4	50%	25%
5	4	4	Youngstown	1	1		2	1		5	38%	40%
1			Zanesville							0	0%	0%
		6	Unknown					2	2	4	67%	50%
61	66	28	Totals	16	10	19	26	8	9	88		

AUTO SERVICE STATION ATTENDANT MECHANIC

EDUCATIONAL BACKGROUND

		286	5186
M.V.V.S. GRADUATES WHO WERE:			
H.S. Graduates -		5	3
H.S. Dropouts in grade -	12	1	1
	11	1	3
	10	4	8
	9	6	5
	8	13	0
	7	2	0
	6	2	0
	4	1	0
	Unknown	0	1
		35	21
M.V.V.S. TERMINATES WHO WERE:			
H.S. Graduates -		3	2
H.S. Dropouts in grade -	12	0	0
	11	1	1
	10	7	9
	9	10	16
	8	3	9
	7	2	2
	6	0	1
	Unknown	0	5
		26	45
Total H.S. Graduates -		8(13%)	5(8%)
Total H.S. Dropouts -		53(87%)	61(92%)

AGE FACTORS

		286	5186
M.V.V.S. GRADUATE AGES -	21	6	3
	20	3	1
	19	4	6
	18	8	5
	17	11	5
	16	3	1
		35	21
M.V.V.S. TERMINATE AGES -	21	1	3
	20	4	3
	19	7	7
	18	4	6
	17	9	14
	16	1	11
	Unknown	0	1
		26	45

BAKER

BAKER

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-005	20	40	26(65%)	14(54%)	14	35%
286-005A	20	21	9(43%)	5(56%)	12	57%
5186-005-1	20	20	9(45%)	3(33%)	11	55%
5186-005-2	20	27	13(48%)	8(61%)	14	52%
Total	80	108	57(53%)	30(53%)	51	47%
7082-005-1	20	15	9(60%)	2(22%)	6	40%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-005	14	10	71%	3	4	1	2	0	70%	10%	20%
286-005A	12	7	58%	1	5	1	0	0	86%	14%	0%
5186-005-1	11	6	54%	2	4	0	0	0	100%	0%	0%
5186-005-2	14	4	28%	2	0	1	0	1	50%	25%	25%
Total	51	27	53%	8	13	3	2	1	78%	11%	11%

Related hourly wage average $2.07 Range: $1.50 to $2.64
Unrelated hourly wage average $1.75 Range: $1.00 to $3.35

Of those known employed -38% were in related employment
-72% were in unrelated employment

JOB TITLES -

RELATED		UNRELATED	
Baker helper	5	Laborer	6
Baker	3	Clerk	2
		Routeman	2
		Counterman	2
		Tire mounter	1

BAKERS - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECTS				Related Employment	Unrelated Employment	Unemployed	Service	Other	No data Available
	286	5186	7082							
Akron	2	2	1		1	1				3
Ashtabula		1							1	
Bellefontaine		2								2
Cincinnati	2	5				1		1		5
Cleveland	2				1	1				
Columbus	3				1		1	1		
Dayton	5	1	1			1	1			5
Elyria	1					1				
Findlay	1	1				1				1
Fremont		1								1
Gallipolis		2				1	1			
Lancaster	1									1
Lorain	1	1				2				
Mansfield	2	1			1	2				
Massillon	1					1				
Painesville		1								1
Springfield	1				1					
Tiffin		1								1
Toledo	1	2	1		3					1
Youngstown	3	3	1			1				6
Zanesville		1								1
Unknown			2							2
Totals	26	25	6		8	13	3	2	1	30

BAKERS
TERMINATIONS

TOTAL REFERRALS

286	5186	7082		CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days			Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
5	2	1		Akron	1	2							3	37%	33%
1				Alliance	1								1	100%	100%
	1			Ashtabula									0	0%	0%
1				Barberton	1								1	100%	100%
1	2			Bellefontaine		1							1	33%	0%
1				Cambridge		1							1	100%	0%
1				Canton	1								1	100%	100%
3	11	2		Cincinnati		1	3	3		2			9	56%	44%
4	4			Cleveland	1	1	2	2					6	75%	50%
3				Columbus									0	0%	0%
7	3	1		Dayton	1	1	1	1					4	36%	50%
1				Elyria									0	0%	0%
2	2			Findlay	1		1						2	50%	100%
	1			Fremont									0	0%	0%
	2			Gallipolis									0	0%	0%
4		1		Hamilton	3	1			1				5	100%	80%
1				Jackson		1							1	100%	0%
1				Lancaster									0	0%	0%
1	1			Lorain									0	0%	0%
4	2			Mansfield	2		1						3	50%	100%
1				Marietta	1								1	100%	100%
1				Massillon									0	0%	0%

BAKERS
TERMINATIONS

TOTAL REFERRALS 286	5186	7082		CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days			Total terminations	Percentage of referrals terminated	Percentage of referrals term. less than 30 days
2				Newark	1	1							2	100%	100%
1				New Philadelphi		1							1	100%	0%
	1	1		Painesville						1			1	50%	0%
	1			Portsmouth				1					1	100%	0%
1				Ravenna	1								1	100%	100%
	1			Salem				1					1	100%	0%
1				Sandusky		1							1	100%	0%
		1		Sidney						1			1	100%	0%
2	1	2		Springfield		1		1	1	1			4	80%	25%
1				Steubenville	1								1	100%	100%
	1			Tiffin									0	0%	0%
2	4	1		Toledo		1	1	1					3	43%	33%
2				Warren	1	1							2	100%	50%
1				Washington C.H.	1								1	100%	100%
4	6	1		Youngstown		1	2	1					4	36%	50%
1	1			Zanesville	1								1	50%	100%
		4		Unknown						2			2	50%	0%
61	47	15			19	16	11	11	2	7			66		

BAKERS

EDUCATIONAL BACKGROUND

		286	5186
M.V.V.S. GRADUATES WHO WERE:			
H.S. Graduates -		4	7
H.S. Dropouts in grade -	12	0	0
	11	3	3
	10	5	5
	9	8	7
	8	5	1
	7	1	2
	6	0	0
	5	0	0
	Unknown	0	0
		26	25
M.V.V.S. TERMINATES WHO WERE:			
H.S. Graduates -		2	3
H.S. Dropouts in grade -	12	0	0
	11	4	3
	10	6	9
	9	13	2
	8	7	3
	7	2	0
	6	1	0
	5	0	1
	Unknown	0	1
		35	22
Total H.S. Graduates -		6(10%)	10(40%)
Total H.S. Dropouts -		55(90%)	37(60%)

AGE FACTORS

		286	5186
M.V.V.S. GRADUATE AGES -	21	3	4
	20	4	3
	19	9	8
	18	6	5
	17	3	4
	16	1	1
	Unknown Age	0	0
		26	25
M.V.V.S. TERMINATE AGES -	21	7	1
	20	2	6
	19	3	4
	18	8	3
	17	13	6
	16	1	2
	Unknown Age	1	0
		35	22

ACCOUNTING CLERK

ACCOUNTING CLERK

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-006	20	31	11(36%)	3(27%)	20	64%
5111-001	25	21	7(33%)	2(28%)	14	67%
5186-006-1	25	26	8(31%)	1(12%)	18	69%
Total	70	78	26(33%)	6(23%)	52	67%
7082-006-1	20	22	11(50%)	1(9%)	11	50%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-006	20	17	85%	2	7	3	4	1	53%	18%	29%
5111-001	14	8	57%	2	3	1	2	0	63%	12%	25%
5186-006-1	18	4	22%	2	1	0	0	1	75%	0%	25%
Total	52	29	56%	6	11	4	6	2	58%	14%	28%

Related hourly wage average $2.01 Range: $1.55 to $2.45
Unrelated hourly wage average $1.96 Range: $1.25 to $2.98

Of those known employed -35% were in related employment
-65% were in unrelated employment

JOB TITLES	RELATED		UNRELATED	
	Accounting clerk	5	Parts clerk	1
	Receiving clerk	1	Laborer	7
			Stock clerk	2
			Clerk	1

ACCOUNTING CLERKS - GRADUATES

CITY OF REFERRAL	REFERRAL TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	5111	5186	7082						
Akron	5	1	2			2		1	1	4
Alliance		1						1		
Ashtabula			1							1
Bridgeport		1	1			1	1			
Canton	2					2				
Chillicothe		1								1
Cincinnati	3		1				2	1		1
Cleveland	1	1	1	1				1		3
Dayton	2	2	1	2		3				4
Hamilton			1	1						2
Ironton	1									1
Lima	1							1		
Mansfield	2				1					1
Middletown	1		1				1			1
Mt. Vernon		1	1		1					1
Niles				1						1
Piqua	1					1				
Ravenna			1							1
Sidney			1		1					
Springfield		2				1				1
Toledo		1		2						3
Warren	1		1		2					

ACCOUNTING CLERKS - GRADUATES

CITY OF REFERRAL	REFERRAL TO PROJECT 286	5111	5186	7082	Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
Youngstown		3	4	1	1	1		1		5
Zanesville			1						1	
Unknown				3						3
Totals	20	14	18	11	6	11	4	6	2	34

ACCOUNTING CLERKS
TERMINATES

TOTAL REFERRALS															
286	5111	5186	7082	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5111 enrolled less than 30 days	5111 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
5	2	2		Akron			1						1	11%	100%
	1			Alliance									0	0%	0%
		1		Ashtabula									0	0%	0%
	1	1		Bridgeport									0	0%	0%
2	1	1	1	Canton				1		1		1	3	60%	0%
	1			Chillicothe									0	0%	0%
4		1		Cincinnati		1							1	20%	0%
1	1	1	1	Cleveland									0	0%	0%
		1		Columbus						1			1	100%	0%
5	3	2	3	Dayton	1	2		1	1			1	6	46%	33%
1		1		Elyria	1					1			2	100%	50%
		1		Findlay						1			1	100%	0%
			1	Fostoria								1	1	100%	0%
		1	1	Hamilton									0	0%	0%
2				Ironton		1							1	50%	0%
1				Lancaster		1							1	100%	0%
1				Lima									0	0%	0%
1				Lorain		1							1	100%	0%
3			1	Mansfield		1						1	2	50%	0%
		1		Massillon						1			1	100%	0%
1		1	2	Middletown								2	2	50%	0%
	2	1		Mt. Vernon				1					1	33%	0%

ACCOUNTING CLERKS
TERMINATES

TOTAL REFERRALS 286	5111	5186	7082	CITY OF REFERRAL	286 enrolled less then 30 days	286 enrolled more than 30 days	5111 enrolled less than 30 days	5111 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
	1			Newark				1					1	100%	0%
			1	Niles									0	0%	0%
1				Piqua									0	0%	0%
		1		Ravenna									0	0%	0%
		1		Sidney									0	0%	0%
	2		2	Springfield							1	1	2	50%	50%
1	2	1	3	Toledo		1	1			1		1	4	57%	25%
1		1		Warren									0	0%	0%
1	4	4	1	Youngstown	1			1					2	20%	50%
		2		Zanesville						1			1	50%	0%
			5	Unknown								2	2	40%	0%
31	21	26	22	Total	3	8	2	5	1	7	1	10	37		

ACCOUNTING CLERKS

EDUCATIONAL BACKGROUND

		286	5111	5186
M.V.V.S. GRADUATES WHO WERE:				
H.S. Graduates -		9	12	13
H.S. Dropouts in grade -	12	0	1	2
	11	4	1	1
	10	3	0	1
	9	2	0	0
	8	2	0	0
	7	0	0	0
	6	0	0	0
	Unknown	0	0	1
		20	14	18
M.V.V.S. TERMINATES WHO WERE:				
H.S. Graduates -		4	3	5
H.S. Dropouts in grade -	12	0	0	0
	11	1	0	0
	10	2	3	3
	9	2	1	0
	8	2	0	0
	7	0	0	0
	6	0	0	0
	Unknown	0	0	0
		11	7	8
Total H.S. Graduates -		13(42%)	15(71%)	18(69%)
Total H.S. Dropouts -		18(58%)	6(29%)	8(31%)

AGE FACTORS

M.V.V.S. GRADUATE AGES -	21	12	3	0
	20	3	0	2
	19	3	5	10
	18	1	5	6
	17	1	0	0
	16	0	0	0
	Unknown Age	0	1	0
		20	14	18
M.V.V.S. TERMINATE AGES -	21	1	3	2
	20	1	1	1
	19	4	1	2
	18	4	2	2
	17	1	0	1
	16	0	0	0
	Unknown Age	0	0	0
		11	7	8

GENERAL OFFICE CLERK

GENERAL OFFICE CLERK

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-007	25	31	13(42%)	6(46%)	18	58%
5111-002	25	12	3(25%)	3(100%)	9	75%
5186-007-1	25	25	5(20%)	3(60%)	20	80%
5186-007-2	25	21	7(33%)	3(43%)	14	67%
5186-007-3	25	14	6(43%)	2(33%)	8	57%
Total	125	103	34(33%)	17(50%)	69	67%
7082-007-1	25	26	10(38%)	5(50%)	16	72%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-007	18	17	94%	4	7	2	3	1	65%	12%	23%
5111-002	9	4	44%	0	3	1	0	0	75%	25%	0%
5186-007-1	20	13	65%	3	7	3	0	0	77%	23%	0%
5186-007-2	14	6	43%	0	4	0	2	0	67%	0%	33%
5186-007-3	8	5	63%	1	3	0	1	0	80%	0%	20%
Total	69	45	65%	8	24	6	6	1	71%	13%	16%

Related hourly wage average $1.97 Range: $1.25 to $2.60
Unrelated hourly wage average $1.98 Range: $1.30 to $3.16

Of those known employed
-25% were in related employment
-75% were in unrelated employment

JOB TITLES -

RELATED		UNRELATED			
Office clerk	5	Time checker	1	Salesman	1
Typist	1	Manager trainee	3	Dispatcher	1
Duplicating operator	1	Sales clerk	4	Ass't. partsman	1
Office assistant	1	Mail clerk	1	Stock mgr.	1
		Musician	1	Assembler	1
		Stock clerk	1	Trucker	1
		Laborer	3	Bank teller	1
		Repairman	1	Vista vol.	1
				Catalyst technician	1

GENERAL OFFICE CLERKS - GRADUATES

CITY OF REFERRAL	REFERRAL TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	5111	5186	7082						
Akron	1	1	1			1	1			1
Alliance	1			1				1		1
Ashtabula	1		2			2		1		
Barberton			1							1
Canton			1				1			
Cincinnati	1		2	3	1	1				4
Cleveland	3	2	6		2	1	2	1		5
Columbus	2	1	1			3				1
Dayton		1	2	2	1	1				3
East Liverpool			2					1		1
Elyria			1			1				
Fostoria		1				1				
Fremont	1					1				
Hamilton	1								1	
Lorain		1	4	1				1		5
Mansfield		1	3		1	3				
Marietta			1			1				
Marion			1			1				
Massillon	1		1			2				
Mt. Vernon			1							1
Painesville			1			1				
Ravenna	1				1					

GENERAL OFFICE GRADUATES

CITY OF REFERRAL	REFERRAL TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	5111	5186	7082						
Springfield	1		1	1	1			1		1
Tiffin			1			1				
Toledo	1		2	1			1			3
Warren	1		2	1	1	1				2
Washington C.H.			1							1
Wooster				1						1
Youngstown	2	1	4	1		2	1			5
Unknown				4						4
Totals	18	9	42	16	8	24	6	6	1	40

GENERAL OFFICE CLERKS
TERMINATES

TOTAL REFERRALS														
286	5111	5186	7082	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5111 enrolled less than 30 days	5111 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	percentage of referrals term. -less than 30 days
1		1	1	Massillon							1		1	35%	100%
		2		Mt. Vernon					1				1	50%	100%
		1		Painesville									0	0%	0%
1				Ravenna									0	0%	0%
2		1	2	Springfield	1						1		2	40%	100%
		2		Steubenville					1	1			2	100%	50%
		1		Tiffin									0	0%	0%
1		3	1	Toledo						1			1	20%	0%
1		2	1	Warren									0	0%	0%
1		1		Washington C.H.	1								1	50%	100%
1			2	Wooster		1						1	2	67%	0%
4	1	6	1	Youngstown	1	1			1	1			4	33%	50%
		1	6	Unknown					1			2	3	43%	33%
31	12	60	26	Total	6	7	3		8	10	5	5	44		

GENERAL OFFICE CLERKS
TERMINATES

TOTAL REFERRALS 286	5111	5186	7082	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5111 enrolled less than 30 days	5111 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
1	1	2		Akron					1				1	25%	100%
2			1	Alliance	1								1	33%	100%
1		2	1	Ashtabula							1		1	25%	100%
1		1		Barberton		1							1	50%	0%
			1	Bellefontaine								1	1	100%	0%
1				Bridgeport		1							1	100%	0%
		2		Canton						1			1	50%	0%
2		5	3	Cincinnati		1			1	2			4	40%	25%
3	2	7	0	Cleveland						1			1	8%	0%
2	2	2	2	Columbus			1			1	2		4	50%	75%
2	1	2	2	Dayton	1	1							2	29%	50%
1		3		E. Liverpool		1			1				2	67%	50%
		2		Elyria						1			1	50%	0%
	1			Fostoria									0	0%	0%
1				Fremont									0	0%	0%
1				Hamilton									0	0%	0%
	1			Jackson			1						1	100%	100%
			1	Lima								1	1	100%	0%
	1	4	1	Lorain									0	0%	0%
		1		Marietta									0	0%	0%
	2	4		Mansfield			1		1				2	67%	100%
1		2		Marion	1					1			2	67%	50%

GENERAL OFFICE CLERKS

EDUCATIONAL BACKGROUND

		286	5111	5186
M.V.V.S. GRADUATES WHO WERE:				
H.S. Graduates -		8	5	29
H.S. Dropouts in grade -	12	1	0	1
	11	2	2	2
	10	6	0	6
	9	1	0	2
	8	0	0	0
	7	0	0	0
	6	0	0	0
	Unknown	0	2	2
		18	9	42
M.V.V.S. DROPOUTS WHO WERE:				
H.S. Graduates -		6	0	7
H.S. Dropouts in grade -	12	0	0	1
	11	1	0	2
	10	3	1	4
	9	1	1	2
	8	1	0	1
	7	0	1	0
	6	0	0	0
	Unknown	1	0	1
		13	3	18
Total H.S. Graduates -		14(45%)	5(42%)	36(60%)
Total H.S. Dropouts -		17(55%)	7(58%)	24(40%)

AGE FACTORS

		286	5111	5186
M.V.V.S. GRADUATE AGES -	21	5	2	6
	20	8	1	10
	19	3	4	12
	18	1	2	12
	17	1	0	0
	16	0	0	1
	Unknown Age	0	0	1
		18	9	42
M.V.V.S. TERMINATE AGES -	21	2	0	3
	20	5	1	1
	19	3	0	3
	18	2	1	8
	17	0	1	2
	16	0	0	1
	Unknown Age	1	0	0
		13	3	18

COOKING

COOKING

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-008	20	41	29(71%)	20(69%)	12	29%
286-008-1	25	23	7(30%)	2(29%)	16	70%
5186-008-1	20	30	16(53%)	14(87%)	14	47%
5186-008-2	20	18	6(35%)	2(33%)	12	65%
Total	85	112	58(52%)	38(65%)	54	48%
7082-008-1	20	25	17(68%)	10(59%)	8	32%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-008	12	8	67%	0	4	3	1	0	50%	37%	13%
286-008-1	16	12	69%	4	2	3	1	2	50%	25%	25%
5186-008-1	14	10	71%	3	6	1	0	0	90%	10%	0%
5186-008-2	12	5	42%	1	3	0	1	0	80%	0%	20%
Total	54	35	65%	8	15	7	3	2	66%	20%	14%

Related hourly wage average $1.22 Range: $ .90 to $1.75
Unrelated hourly wage average $1.42 Range: $ .85 to $2,50

Of those known employed -35% were in related employment
-65% were in unrelated employment

JOB TITLES -

RELATED

Cook	5
Short order cook	1
Cook's helper	1
Kitchen helper	1

UNRELATED

Orderly	1
Laborer	4
Stock clerk	2
Janitor	1
Page	1
Yardworker	1
Dishwasher	3
Handyman	1
Printer	1

COOKING - GRADUATES

CITY OF REFERRAL	PREFERRALS TO PROJECT 286	 5186	 7082		Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
Akron	5					1	1		1	2
Alliance		1				1				
Barberton	2						1	1		
Bellefontaine		1			1					
Canton		1								1
Chillicothe		1			1					
Cincinnati		6				2				4
Cleveland	1	1			1					1
Columbus	1	1				2				
Dayton	1	2			1			1		1
Elyria			1							1
Hamilton	1	1			1	1				
Lancaster	1									1
Lorain	1	1				1				1
Mt. Vernon		1				1				
Painesville	1									1
Springfield	3				1				1	1
Toledo	2	1	2		1			1		3
Warren	1	1				1				1
Washington C.H.		1				1				
Wooster		1				1				
Youngstown	8	5			1	3	5			4
Unknown			5							5
Total	28	26	8		8	15	7	3	2	27

COOKS
TERMINATES

TOTAL REFERRALS 286	5186	7082		CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days			Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
8	1			Akron	1	2	1						4	44%	50%
	1			Alliance									0	0%	0%
1	2			Ashtabula		1	2						3	100%	67%
3		1		Barberton		1			1				2	50%	50%
	1			Bellefontaine									0	0%	0%
		1		Cambridge					1				1	100%	100%
2	1	1		Canton	1	1				1			3	75%	33%
	1			Chillicothe									0	0%	0%
3	6	2		Cincinnati	2	1			2				5	45%	80%
4	3	1		Cleveland	2	1		2	1				6	75%	50%
2	2			Columbus		1	1						2	50%	50%
4	3			Dayton	2	1	1						4	57%	75%
1		1		Elyria	1								1	50%	100%
1	1	1		Findlay	1			1		1			3	100%	33%
	1			Fostoria			1						1	100%	100%
	1			Fremont			1						1	100%	100%
1	2			Hamilton			1						1	33%	100%
4				Lancaster	2	1							3	75%	67%
	1	1		Lima				1	1				2	100%	50%
1	1			Lorain									0	0%	0%
3	1			Mansfield	2	1	1						4	100%	75%
1				Middletown		1							1	100%	0%

COOKS
TERMINATES

TOTAL REFERRALS 286	5186	7082		CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days			Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
	1	1		Mt. Vernon					1				1	50%	100%
1				N. Philadelphia	1								1	100%	100%
2				Painesville	1								1	50%	100%
2				Sandusky	1	1							2	100%	50%
		1		Sidney					1				1	100%	100%
3				Springfield									0	0%	0%
	1			Steubenville			1						1	100%	100%
6	3	3		Toledo	4		1	1		1			7	58%	57%
1	2			Warren			1						1	33%	100%
1	1			Washington C.H.	1								1	50%	100%
	5			Wooster			4						4	80%	100%
9	6			Youngstown		1		1					2	13%	0%
		11		Unknown					2	4			6	55%	33%
64	48	25		Total	22	14	16	6	10	7			75		

COOKING

EDUCATIONAL BACKGROUND

		286	5186
M.V.V.S. GRADUATES WHO WERE:			
H.S. Graduates -		5	3
H.S. Dropouts in grade -	12	0	2
	11	4	9
	10	5	3
	9	9	6
	8	4	1
	7	0	0
	6	1	0
	Unknown	0	2
		28	26
M.V.V.S. TERMINATES WHO WERE:			
H.S. Graduates -		2	2
H.S. Dropouts in grade -	12	0	0
	11	5	0
	10	8	5
	9	11	9
	8	6	5
	7	4	0
	6	0	0
	Unknown	0	1
		36	22
Total H.S. Graduates -		7(11%)	5(10%)
Total H.S. Dropouts -		57(79%)	43(90%)

AGE FACTORS

		286	5186
M.V.V.S. GRADUATE AGES -	21	4	5
	20	7	7
	19	5	4
	18	8	6
	17	4	2
	16	0	2
	Unknown Age	0	0
		28	26
M.V.V.S. TERMINATE AGES -	21	4	4
	20	7	2
	19	9	6
	18	10	5
	17	5	5
	16	1	0
	Unknown Age	0	0
		36	22

CUSTODIAN

CUSTODIAN

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-009	20	23	7(30%)	3(43%)	16	70%
286-009-1	25	25	7(28%)	6(86%)	18	72%
Total	45	48	14(29%)	9(64%)	34	71%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-009	16	13	81%	4	6	3	0	0	77%	23%	0%
286-009-1	18	15	83%	1	6	5	2	1	47%	33%	20%
Total	34	28	82%	5	12	8	2	1	61%	29%	10%

Related hourly wage average $1.30 Range: $1.25 to $1.42
Unrelated hourly wage average $1.46 Range: .80 to $2.02

Of those known employer -29% were in related employment
-71% were in unrelated employment

JOB TITLES	RELATED		UNRELATED	
	Janitor	5	Food service worker	1
			Laborer	6
			Warehouseman	2
			Caretaker (horses)	1
			Yardman	1
			Deliveryman	1

CUSTODIAN - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286									
Akron	2						2			
Barberton	1					1				
Canton	1				1					
Chillicothe	1									1
Cleveland	1									1
Dayton	4					2	1			1
East Liverpool	1					1				
Jackson	1						1			
Lorain	1									1
Mansfield	2				1	1				
Marion	1						1			
Massillon	1									1
Middletown	1					1				
Painesville	1					1				
Springfield	2					1	1			
Steubenville	1						1			
Toledo	3					1			1	1
Warren	2				1		1			
Youngstown	6				2	2		1	1	
Zanesville	1					1				
Totals	34				5	12	8	1	2	6

CUSTODIAN
TERMINATES

286 TOTAL REFERRALS				CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days							Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
3				Akron	1								1	33%	100%
2				Barberton	1								1	50%	100%
1				Canton									0	0%	0%
2				Chillicothe									0	0%	0%
3				Cleveland	2								2	67%	100%
6				Dayton		2							2	33%	0%
1				E. Liverpool									0	0%	0%
3				Jackson	1	1							2	67%	50%
1				Lancaster	1								1	100%	100%
1				Lorain									0	0%	0%
3				Mansfield	1								1	33%	100%
2				Marion		1							1	50%	0%
1				Massillon									0	0%	0%
2				Middletown	1								1	50%	100%
1				Painesville									0	0%	0%
2				Springfield									0	0%	0%
2				Steubenville	1								1	50%	100%
3				Toledo									0	0%	0%
5				Youngstown									0	0%	0%
1				Zanesville									0	0%	0%
3				Warren		1							1	33%	0%
48				Total	9	5							14		

CUSTODIAN

EDUCATIONAL BACKGROUND

		286
M.V.V.S. GRADUATES WHO WERE:		
H.S. Graduates -		0
H.S. Dropouts in grade -	12	0
	11	1
	10	6
	9	11
	8	9
	7	3
	6	1
	Spec. Ed.	1
	Unknown	2
		34
M.V.V.S. TERMINATES WHO WERE:		
H.S. Graduates -		1
H.S. Dropouts in grade -	12	0
	11	2
	10	4
	9	2
	8	3
	7	2
	6	0
	Unknown	0
		14
Total H.S. Graduates -		1(2%)
Total H.S. Dropouts -		47(98%)

AGE FACTORS

M.V.V.S. GRADUATE AGES -	21	8
	20	4
	19	11
	18	5
	17	5
	16	0
	Unknown Age	1
		34
M.V.V.S. TERMINATE AGES -	21	1
	20	4
	19	3
	18	3
	17	3
	16	0
	Unknown Age	0
		14

DRAFTSMAN

DRAFTSMAN

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-010	25	35	17(49%)	13(76%)	18	51%
5111-4	25	29	13(45%)	7(54%)	16	55%
5186-010-1	25	31	17(55%)	6(35%	14	45%
5186-010-2	25	33	22(67%)	11(50%)	11	33%
6128-001	25	31	15(48%)	8(53%)	16	52%
Total	125	159	84(53%)	45(54%)	75	47%
7082-010	75	80	32(40%)	15(47%)	Current- 48	60%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-010	18	15	83%	3	8	1	3	0	73%	7%	20%
5111-4	16	12	75%	10	1	0	1	0	92%	0%	8%
5186-010-1	14	10	71%	9	0	0	1	0	90%	0%	10%
5186-010-2	11	10	90%	7	2	0	1	0	90%	0%	10%
6128-001	16	9	56%	6	1	0	2	0	78%	0%	22%
Total	75	56	76%	35	12	1	8	0	84%	2%	14%

Related hourly wage average $2.13 Range: $1.35 to $3.00
Unrelated hourly wage average $2.07 Range: $1.15 to $2.80

Of those known employed -74% were in related employment
-26% were in unrelated employment

JOB TITLES

RELATED

Draftsman	17
Draftsman trainee	5
Blueprinter	1
Detail draftsman	3
Landscape draftsman	1
Die designer	1
Plant layout draftsman	1
Mechanical engineer	1
Head draftsman	1
Mechanical draftsman	2
Jr. draftsman	1
Produc. draftsman	1

UNRELATED

Laborer	1
Time study	1
Handtrucker	1
Stock clerk	1
Magazine flyman	1
Auto body helper	1
Food service manager trainee	1

DRAFTSMAN - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	6128	5186	7082*						
Akron	1				1					
Alliance		3			2	1				
Ashtabula			2	1	1			1		1
Bridgeport		1	1	1	1	1				1
Canton	1					1				
Cincinnati				2						2
Cleveland	1	1	2	1	3			1		1
Columbus	1	1	2	4	3		1			4
Coshocton	1					1				
Dayton		3	2	1		1				5
Defiance	2			1	1	1				1
Elyria	1	2		1	2			1		1
Findlay	1	1	1		2			1		
Fremont		1	2	1	3					1
Gallipolis		1						1		
Hamilton		1	1	2	2					2
Lancaster				1						1
Lima	1		1		1					1
Lorain	1			1		1				1
Mansfield		1			1					
Massillon	1					1				
Middletown		2				1				1

*Active

DRAFTSMAN - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	6128	5186	7082*						
Mt. Vernon	1	2	2		4			1		
St. Marys			1		1					
Sandusky			1		1					
Springfield			1	1	1					1
Toledo		2	1	4						7
Warren	1	1	1		1					2
Youngstown	2	6	3	5	4	1				11
Zanesville	2	3	1	1		2		2		3
Unknown				20						20
Totals	18	32	25	48	35	12	1	8	0	67

*Active

DRAFTSMAN
TERMINATES

TOTAL REFERRALS 286	5111 6128	5186	7082	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5111 + 6128 enrolled less than 30 days	5111 + 6128 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. - less than 30 days
1		4	1	Akron						4		1	5	83%	0%
	4	1		Alliance			1			1			2	40%	50%
		2	1	Ashtabula									0	0%	0%
		1	1	Barberton					1			1	2	100%	50%
1	4	2	1	Bridgeport		1	3		1				5	62%	80%
		2	1	Cambridge					2		1		3	100%	100%
1		1		Canton					1				1	50%	100%
1			3	Cincinnati		1						1	2	50%	0%
5	1	2	2	Cleveland	4							1	5	50%	80%
3	3	4	4	Columbus	2			2	1	1			6	43%	50%
1				Coshocton									0	0%	0%
2	5	2	4	Dayton	2		1	1			1	2	7	54%	57%
2			1	Defiance									0	0%	0%
	1	1		E. Liverpool			1		1				2	100%	100%
1	3		1	Elyria			1						1	20%	100%
1	1	2		Findlay						1			1	25%	0%
		1		Fostoria					1				1	100%	0%
	1	2	2	Fremont							1		1	20%	100%
	1			Gallipolis									0	0%	0%
	1	2	3	Hamilton						1		1	2	33%	0%
	1			Jackson			1						1	100%	100%
			1	Lancaster									0	0%	0%

DRAFTSMAN
TERMINATES

TOTAL REFERRALS															
286	5111 6128	5186	7082	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5111 + 6128 enrolled less than 30 days	5111 + 6128 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
1		1		Lima									0	0%	0%
		1		Logan					1				1	100%	100%
1	1	1	2	Lorain				1		1	1		3	60%	33%
	1	1		Mansfield					1				1	50%	100%
		4		Marietta						4			4	100%	0%
2				Massillon	1								1	50%	100%
	3	3		Middletown				1		3			4	67%	0%
1	4	3		Mt. Vernon			2		1				3	37%	100%
1				Niles		1							1	100%	0%
	1		1	Painesville				1			1		2	100%	50%
	3	1		Piqua			3			1			4	100%	75%
		1		St. Marys									0	0%	0%
		2	1	Sandusky					1		1		2	67%	100%
			1	Sidney								1	1	100%	0%
	1	1	4	Springfield				1			1	2	4	67%	25%
		1		Tiffin						1			1	100%	0%
1	4	3	8	Toledo	1			2	2		3	1	9	56%	67%
1	1	3		Warren					1	1			2	40%	50%
2		1		Washington C.H.	1	1				1			3	100%	33%
		1		Wooster						1			1	100%	0%
3	10	5	5	Youngstown	1			4	1	1			7	30%	28%
3	5	2	1	Zanesville	1		2		1				4	36%	100%
			31	Unknown							5	6	11	35%	45%

DRAFTSMAN

EDUCATIONAL BACKGROUND

		286	5111	5186	6128
M.V.V.S. GRADUATES WHO WERE:					
H.S. Graduates -		12	15	23	15
H.S. Dropouts in grade -	12	0	1	0	0
	11	1	0	0	0
	10	5	0	2	0
	9	0	0	0	0
	8	0	0	0	0
	7	0	0	0	0
	6	0	0	0	0
	Unknown	0	0	0	1
		18	16	25	16
M.V.V.S. TERMINATES WHO WERE:					
H.S. Graduates -		7	8	28	11
H.S. Dropouts in grade -	12	0	0	1	0
	11	2	2	1	1
	10	3	1	1	2
	9	1	2	5	1
	8	2	0	1	0
	7	0	0	0	0
	6	0	0	0	0
	Unknown	2	0	2	0
		17	13	39	15
Total H.S. Graduates -		19(54%)	23(79%)	51(80%)	26(84%)
Total H.S. Terminates -		16(46%)	6(21%)	13(20%)	5(16%)

AGE FACTORS

M.V.V.S. GRADUATE AGES -	21	4	2	2	1
	20	4	0	1	1
	19	4	8	11	9
	18	6	6	10	4
	17	0	0	1	1
	16	0	0	0	0
	Unknown Age	0	0	0	0
		18	10	25	16
M.V.V.S. TERMINATE AGES -	21	5	0	2	0
	20	3	0	6	2
	19	3	3	13	3
	18	4	8	17	8
	17	2	1	1	1
	16	0	0	0	0
	Unknown Age	0	1	0	1
		17	13	39	15

COMPUTER PERIPHERAL EQUIPMENT OPERATOR

COMPUTER PERIPHERAL EQUIPMENT OPERATOR

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-011	20	30	10(33%)	4(40%)	20	67%
5186-011-1	25	28	7(25%)	5(71%)	21	75%
5186-011-2	25	23	8(35%)	2(25%)	15	65%
6128-003	25	32	17(51%)	9(53%)	15	40%
Total	95	113	42(37%	20(44%)	71	63%
7082-011-1	25	30	9(30%)	4(44%)	21	70%
7082-011-2	25	30	6(20%)	4(67%)	Current-24	80%
7115-008	25	25	0(0%)	0(0%)	Current-25	100%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-011	20	19	95%	5	12	0	2	0	89%	0%	11%
5186-011-1	21	11	52%	3	6	0	1	1	82%	0%	18%
5186-011-2	15	4	27%	2	1	0	1	0	75%	0%	75%
6128-003	15	5	33%	2	0	0	2	1	40%	0%	60%
Total	71	39	55%	12	19	0	6	2	79%	0%	21%

Related hourly wage average -$2.13 Range: $1.65 to $2.65
Unrelated hourly wage average -$2.05 Range: $1.35 to $2.76

Of those known employed -39% were in related employment
-61% were in unrelated employment

JOB TITLES -

RELATED	
Tab machine operator	10
Production control clerk	1
Code checker	1

UNRELATED	
Sales clerk	2
Manager trainee	1
Laborer	9
Food service worker	1
Porter	1
Librarian	1
Time study clerk	1
Painter	1
Shipping clerk	1
Utility man	1

COMPUTER PERIPHERAL EQUIPMENT OPERATORS - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT					Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	6128	5186	7082	7115						
Akron	2	3	2	1	1	1	3				4
Alliance		1	1		1	1					1
Barberton			2			1					1
Bridgeport		1	1			1					1
Canton		1	1	1	4	1					2
Cincinnati	2		3	2	5		2				5
Cleveland	1			1					1		1
Columbus		1	1	2	3		1			1	2
Dayton	2	1	2		1		3				2
East Liverpool			2								2
Fostoria	1				1				1		
Hamilton	1		4				1				4
Lancaster		1							1		
Lorain				1	3						1
Mansfield					1						
Marietta					1						
Mt. Vernon		2	1				1		1		1
Middletown			1						1		
Newark	1		1	1	2	1					2
New Philadelphia	1						1				
Niles	1					1					
Painesville	1										1
Piqua			2							1	1

COMPUTER PERIPHERAL EQUIPMENT OPERATORS - GRADUATES

CITY OF REFERRAL	REFERRAL TO PROJECT					Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	6128	5186	7082	7115						
St. Marys			1				1				
Salem				1							1
Sidney	1	1	1			2					1
Steubenville	1		1				1				1
Toledo			5		3	1	2				2
Warren		1	1		2						2
Washington C.H.	1						1				
Wooster	1					1					
Youngstown	3	2	3	1		1	2		1		5
Unknown				10	21						10
Totals	20	15	36	21	49	12	19	0	6	2	53

COMPUTER PERIPHERAL OPERATORS
TERMINATES

TOTAL REFERRALS																			
286	6128	5186	7082	7082 7115	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	6128 enrolled less than 30 days	6128 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days			Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
2	3	2	1	1	Akron											0	0%	0%
	1	1		1	Alliance											0	0%	0%
	1	1			Ashtabula			1			1					2	100%	50%
		2			Barberton											0	0%	0%
	1	1			Bridgeport											0	0%	0%
1	1				Cambridge	1			1							2	100%	50%
	1	2	1	4	Canton					1						1	12%	100%
3	1	4	2	6	Cincinnati		1		1		1	1				4	25%	25%
2		1	1		Cleveland		1			1						2	50%	50%
1	2	2	3	3	Columbus	1		1		1			1			4	36%	75%
4	1	3	1	1	Dayton	2					1		1			4	40%	50%
	1	2	2		E. Liverpool				1			2				3	60%	67%
	1				Findlay			1								1	100%	100%
1				1	Fostoria											0	0%	0%
			1		Gallipolis								1			1	100%	0%
3		5			Hamilton		2				1					3	37%	0%
1	2	2			Lancaster		1		1	2						4	80%	50%
	1		1	3	Lorain			1								1	20%	100%
				1	Mansfield											0	0%	0%
	1			1	Marietta				1							1	50%	0%
	1	1			Middletown			1								1	50%	100%

COMPUTER PERIPHERAL EQUIPMENT OPERATORS - TERMINATES

TOTAL REFERRALS 286	6128	5186	7082	7082 7115	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	6128 enrolled less than 30 days	6128 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
	3	1			Mt. Vernon				1					1	25%	0%
1	1	2	1	2	Newark				1	1				2	29%	50%
1					N. Philadelphia									0	0%	0%
1					Niles									0	0%	0%
1					Painesville									0	0%	0%
		2			Piqua									0	0%	0%
		1			Ravenna						1			1	100%	0%
		1			St. Marys									0	0%	0%
			1		Salem									0	0%	0%
1	1	1		1	Sidney							1		1	25%	100%
			1		Springfield							1		1	100%	100%
1		1			Steubenville									0	0%	0%
1	2	7		4	Toledo		1	1	1		2		1	6	43%	17%
	2	1		2	Warren			1						1	20%	100%
1					Washington C.H.									0	0%	0%
1					Wooster									0	0%	0%
3	3	5	1	1	Youngstown			1		1	1		1	4	31%	50%
	1				Zanesville			1						1	100%	100%
			13	23	Unknown							3	2	5	14%	60%
30	32	51	30	55	Total	4	6	9	8	7	8	8	7	57		

COMPUTER PERIPHERAL EQUIPMENT OPERATOR

EDUCATIONAL BACKGROUND

		286	5186	6128
M.V.V.S. GRADUATES WHO WERE:				
H.S. Graduates -		12	30	13
H.S. Dropouts in grade -	12	1	0	0
	11	1	1	0
	10	4	2	0
	9	2	0	0
	8	0	0	0
	7	0	0	0
	6	0	0	0
	Unknown	0	3	2
		20	36	15
M.V.V.S. TERMINATES WHO WERE:				
H.S. Graduates -		4	8	9
H.S. Dropouts in grade -	12	0	0	0
	11	1	2	2
	10	2	2	5
	9	1	1	1
	8	2	2	0
	7	0	0	0
	6	0	0	0
	Unknown	0	0	0
		10	15	17
Total H.S. Graduates -		16(53%)	38(74%)	27(69%)
Total H.S. Terminates -		14(47%)	13(26%)	10(31%)

AGE FACTORS

M.V.V.S. GRADUATE AGES -	21	6	5	1
	20	6	6	1
	19	7	10	4
	18	1	15	9
	17	0	0	0
	16	0	0	0
	Unknown Age	0	0	0
		20	36	15
M.V.V.S. TERMINATE AGES -	21	1	1	1
	20	1	3	5
	19	5	3	4
	18	2	6	5
	17	1	1	1
	16	0	1	0
	Unknown Age	0	0	1
		10	15	17

FOOD SERVICE WORKER

FOOD SERVICE WORKER

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-012	20	28	14(50%)	12(86%)	14	50%
286-012A	25	24	10(42%)	8(80%)	14	58%
5186-012-1	25	11	3(27%)	3(100%)	8	73%
Total	70	63	27(43%)	23(85%)	36	57%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-012	14	11	78%	6	1	3	1	0	64%	27%	9%
286-012A	14	10	71%	2	5	2	0	1	70%	20%	10%
5186-012-1	8	2	25%	1	0	0	0	1	50%	0%	50%
Total	36	23	64%	9	6	5	1	2	65%	22%	13%

Related hourly wage average	$1.03	Range: $ .75 to $1.45
Unrelated hourly wage average	$1.51	Range: $1.00 to $2.30

Of those known employed
-60% were in related employment
-40% were in unrelated employment

JOB TITLES -

RELATED		UNRELATED	
Head bus boy	1	Truck driver	1
Food service worker	2	Car washer	1
Bus boy	3	Laborer	4
Counter worker	2		
Kitchen helper	1		

FOOD SERVICE WORKER - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	5186								
Akron	1					1				
Barberton	1				1					
Canton		1								1
Cincinnati	2						1			1
Cleveland	5				1	2	1			1
Columbus	1						1			
Dayton	5	1			3					3
Elyria		1								1
Findlay	2					1				1
Hamilton		1			1					
Mansfield		1								1
Marion	1					1				
Newark	1				1					
Piqua		1								1
Springfield	2						1		1	
Steubenville		2							1	1
Youngstown	7				2	1	1	1		2
Totals	28	8			9	6	5	1	2	13

FOOD SERVICE WORKER
TERMINATES

TOTAL REFERRALS															
286	5186			CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days					Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
2				Akron	1								1	50%	100%
1				Ashtabula		1							1	100%	0%
1				Barberton									0	0%	0%
	1			Canton									0	0%	0%
3				Cincinnati		1							1	33%	0%
7				Cleveland	2								2	29%	100%
3				Columbus	2								2	67%	100%
7	1			Dayton	2								2	25%	100%
	1			Elyria									0	0%	0%
2				Findlay									0	0%	0%
	1			Fostoria			1						1	100%	100%
1				Galion	1								1	100%	100%
2	1			Hamilton	1	1							2	67%	50%
1				Jackson	1								1	100%	100%
1				Logan	1								1	100%	100%
1				Lorain	1								1	100%	100%
2	1			Mansfield	2								2	67%	100%
2				Marion	1								1	50%	100%
1				Middletown	1								1	100%	100%
1				Newark									0	0%	0%
	1			Piqua									0	0%	0%
1				Portsmouth	1								1	100%	100%

FOOD SERVICE WORKER
TERMINATES

TOTAL REFERRALS		CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. - less than 30 days
286	5186								
1		Ravenna	1				1	100%	100%
1		Sandusky		1			1	100%	0%
	3	Steubenville			1		1	33%	100%
1		Toledo	1				1	100%	100%
7	1	Youngstown			1		1	12%	100%
1		Zanesville	1				1	100%	100%
2		Springfield					0	0%	0%
52	11		20	4	3		27		

FOOD SERVICE WORKER

EDUCATIONAL BACKGROUND

		286	5186
M.V.V.S. GRADUATES WHO WERE:			
H.S. Graduates -		2	3
H.S. Dropouts in grade -	12	0	0
	11	3	1
	10	7	4
	9	9	0
	8	5	0
	7	2	0
	6	0	0
	Unknown	0	0
		28	8
M.V.V.S. TERMINATES WHO WERE:			
H.S. Graduates -		1	2
H.S. Dropouts in grade -	12	0	0
	11	0	0
	10	5	1
	9	8	0
	8	9	0
	7	0	0
	6	1	0
	Unknown	0	0
		24	3
Total H.S. Graduates -		3(6%)	5(45%)
Total H.S. Dropouts -		49(94%)	6(55%)

AGE FACTORS

		286	5186
M.V.V.S. GRADUATE AGES -	21	2	1
	20	5	1
	19	7	1
	18	7	3
	17	6	1
	16	1	1
	Unknown Age	0	0
		28	8
M.V.V.S. TERMINATE AGES -	21	1	0
	20	5	0
	19	7	3
	18	5	0
	17	6	0
	16	0	0
	Unknown Age	0	0
		24	3

GROUNDSKEEPER-(CUSTODIAN)

GROUNDSKEEPER (CUSTODIAN)

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-13	20	28	13(46%)	9(69%)	15	54%
5186-009-1	15	18	9(50%)	3(33%)	9	50%
5186-009-2	15	16	7(44%)	2(29%)	9	56%
5186-009-3	15	11	9(82%)	1(11%)	2	18%
5186-009-4	15	14	9(64%)	6(67%)	5	36%
Total	80	87	47(54%)	21(45%)	40	46%
7082-009	30	26	14(54%)	9(64%)	12	46%
7115-007	30	33	3(9%)	3(100%)	Current-30	91%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-013	15	12	80%	2	7	1	1	1	75%	8%	17%
5186-009-1	9	3	33%	2	0	0	1	0	67%	0%	33%
5186-009-2	9	4	44%	2	2	0	0	0	100%	0%	0%
5186-009-3	2	2	100%	2	0	0	0	0	100%	0%	0%
5186-009-4	5	2	40%	2	0	0	0	0	100%	0%	0%
Total	40	23	57%	10	9	1	2	1	82%	4%	14%

Related hourly wage average	$1.46	Range: $1.00 to $2.15
Unrelated hourly wage average	$1.51	Range: $1.00 to $2.00

Of those known employed
-53% were in related employment
-47% were in unrelated employment

JOB TITLES -

RELATED		UNRELATED	
Groundskeeper	3	Laborer	6
Landscaper	3	Auto mechanic helper	1
Janitor	2	Bartender	1
Landscape helper	1	Linen sorter	1
Greenhouse worker	1		

GROUNDSKEEPER (CUSTODIAN)

GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	5186	7082	7115						
Akron	1	1			1					1
Ashtabula	1	1	1		1					2
Canton	1	2	2			1		1		3
Cincinnati				2						
Cleveland	1	3	1			1				4
Columbus	2	4		1	2			1	1	2
Dayton		1			1					
Defiance	1						1			
East Liverpool				1						
Elyria		3		1						3
Findlay		1			1					
Fostoria			1							1
Fremont		1		1	1					
Hamilton		1								1
Lima			1	1						1
Logan		1			1					
Lorain	1			1		1				
Mansfield	1			1						1
Marietta				4						
Middletown	2					1				1
Mt. Vernon		1								1
Niles	1	2			2					1

GROUNDSKEEPER (CUSTODIAN)

GRADUATES

CITY OF REFERRAL	REFERALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	5186	7082	7115						
Portsmouth	1					1				
Ravenna				1						
Salem			1							1
Sandusky			1							1
Sidney	1					1				
Steubenville		1								1
Tiffin			1							1
Toledo		1		1		1				
Warren				2						
Youngstown	1	1		1		2				
Unknown			3	12						3
Totals	15	25	12	30	10	9	1	2	1	29

GROUNDSKEEPKEEPER (CUSTODIAN)
TERMINATES

TOTAL REFERRALS 286	5186	7082	7115 act.	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more			Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
1				Marion		1							1	100%	0%
	1	1		Middletown			1		1				2	100%	100%
	1			Mt. Vernon									0	0%	0%
1	2			Niles									0	0%	0%
	1			Painesville			1						1	100%	100%
2	1			Portsmouth		1	1						2	67%	50%
	1		1	Ravenna				1					1	50%	0%
		1		Salem									0	0%	0%
		1		Sandusky									0	0%	0%
2		3		Sidney	1				3				4	80%	100%
		1	1	Springfield					2				2	100%	100%
1	1		1	Steubenville	1				1				2	67%	100%
		1		Tiffin									0	0%	0%
	4		1	Toledo			1	2					3	60%	33%
1	1		2	Warren	1			1					2	50%	50%
	1			Washington C.H.				1					1	100%	0%
1	2		1	Youngstown			1						1	25%	100%
	1			Zanesville				1					1	100%	0%
		9	13	Unknown					4	3			7	32%	57%
28	59	26	33		9	4	12	22	12	5			64		

GROUNDSKEEPER(CUSTODIAN)
TERMINATES

TOTAL REFERRALS 286	5186	7082	7115 act	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days			Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
1	2	1		Akron				1	1				2	50%	50%
1	2	1		Ashtabula				1					1	25%	0%
	1			Barberton				1					1	100%	0%
1	2	3		Canton						1			1	17%	0%
	1			Chillicothe				1					1	100%	0%
	5		2	Cincinnati			3	2					5	71%	60%
3	7	1		Cleveland	1	1		4					6	55%	17%
2	6		1	Columbus				2					2	22%	0%
	1			Dayton									0	0%	0%
1				Defiance									0	0%	0%
	1		1	E.Liverpool				1					1	50%	0%
	4	1	1	Elyria				1		1			2	33%	0%
	1			Findlay									0	0%	0%
	1	1		Fostoria			1						1	50%	100%
	1		1	Fremont									0	0%	0%
	1			Hamilton									0	0%	0%
3				Lancaster	3								3	100%	100%
	1	1	1	Lima				1					1	33%	0%
1	1			Logan	1								1	50%	100%
1			1	Lorain									0	0%	0%
3	1		1	Mansfield	1	1	1						3	60%	67%
2	3		4	Marietta			2	1					3	33%	67%

GROUNDSKEEPER (CUSTODIAN)

EDUCATIONAL BACKGROUND

		286	5186
M.V.V.S. GRADUATES WHO WERE:			
H.S. Graduates -		2	4
H.S. Dropouts in grade -	12	0	1
	11	1	4
	10	5	2
	9	2	6
	8	2	4
	7	1	1
	6	0	1
	Spec. Ed.	2	2
	Unknown	0	0
		15	25
M.V.V.S. TERMINATES WHO WERE:			
H.S. Graduates -		3	3
H.S. Dropouts in grade-	12	0	1
	11	0	1
	10	4	8
	9	2	10
	8	3	5
	7	1	2
	6	0	1
	Spec. Ed	0	1
	Unknown	0	2
		13	34
Total H.S. Graduates -		5(18%)	7(12%)
Total H.S. Dropouts -		23(82%)	52(88%)

AGE FACTORS

M.V.V.S. GRADUATE AGES -	21	3	4
	20	6	5
	19	5	10
	18	1	2
	17	0	2
	16	0	1
	Unknown Age	0	1
		15	25
M.V.V.S. TERMINATE AGES -	21	3	4
	20	2	2
	19	2	10
	18	4	8
	17	1	10
	16	1	0
	Unknown Age	0	0
		13	34

BUILDING MAINTENANCE

BUILDING MAINTENANCE

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-014	45	72	46(64%)	20(42%)	26	35%
5186-014-1	20	26	18(69%)	6(33%)	8	31%
5186-014-2	20	19	10(53%)	3(30%)	9	47%
Total	85	117	74(63%)	29(39%)	43	37%
7082-013	20	26	11(42%)	8(73%)	15	58%
7115-010	20	26	8(31%)	8(100%)	Current-18	69%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-014	26	17	65%	1	10	2	2	2	65%	12%	23%
5186-014-1	8	4	50%	3	0	1	0	0	75%	25%	0%
5186-01402	9	4	44%	0	3	0	0	1	75%	0%	25%
Total	43	25	58%	4	13	3	2	3	68%	12%	20%

Related hourly wage average	$2.62	Range:	$1.88 to $4.25
Unrelated hourly wage average	$2.13	Range:	$1.15 to $3.26

Of those known employed -24% were in related employment
-76% were in unrelated employment

JOB TITLES -

RELATED	
Maintenance man	2
Furniture finisher	1
Apprentice carpenter	1

UNRELATED	
Sewing machine repairman	1
Laborer	4
Miner	1
Orderly	1
Delivery man	2
Car washer	1
Shipper	1
Metal finisher	1
Punch operator	1

BUILDING MAINTENANCE - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	5186	7082	7115						
Akron	1					1				
Ashtabula		1			1					
Canton			4							
Cincinnati				2						
Cleveland	5	2				1	2			4
Columbus	2	1	1					1		2
Dayton	2	2				3	1			
East Liverpool				1						
Elyria	1								1	
Findlay	1					1				
Fremont		1							1	
Lancaster		1								1
Lima	1									1
Lorain			1	1						
Mansfield	4	1		1				1	1	3
Marietta				1						
Massillon	1					1				
Middletown		1								1
Mt. Vernon		1			1					
Newark		1								1
Painesville	3				1					2
Ravenna				1						

BUILDING MAINTENANCE - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	5186	7082	7115						
St. Marys			1							
Salem		1								1
Steubenville	2			2		2				
Toledo	2			1		1				1
Warren		2	1	1	1	1				
Youngstown	1	2	1	2		2				1
Unknown			6	5						
Totals	26	17	15	18	4	13	3	2	3	18

BUILDING MAINTENANCE TERMINATES

TOTAL REFERRALS															
286	5186	7082	7115	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	7115 enrolled less than 30 days	7115 enrolled more than 30 days	Total referrals terminated	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
1				Akron									0	0%	0%
	1			Ashtabula									0	0%	0%
	1			Bellefontaine			1						1	100%	100%
3	1	4	2	Canton	2	1		1			2		6	60%	33%
3	1		2	Cincinnati	1	2		1					4	67%	25%
11	5		1	Cleveland	1	5	1	2			1		10	59%	20%
6	3	1		Columbus	3	1		2					6	60%	50%
3	2			Dayton	1								1	20%	100%
1	1		1	E. Liverpool	1		1						2	67%	100%
2				Elyria		1							1	50%	0%
1	4			Findlay			1	3					4	80%	25%
1				Fostoria		1							1	100%	0%
	1			Fremont									0	0%	0%
		2		Hamilton					2				2	100%	100%
1				Ironton	1								1	100%	100%
3	1			Lancaster	1	2							3	75%	33%
1	1	1		Lima				1	1				2	67%	50%
	1			Logan			1						1	100%	100%
		1	1	Lorain									0	0%	0%
7	2	1	1	Mansfield	1	2		1		1			5	45%	40%
			1	Marietta									0	0%	0%
2				Massillon		1							1	50%	0%

BUILDING MAINTENANCE
TERMINATES

TOTAL REFERRALS														
286	5186	7082	7115	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	7115 enrolled less than 30 days	7115 enrolled more than 30 days	Total referrals terminated	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
	1			Middletown									0	0%	0%
	1	1		Mt. Vernon					1				1	50%	100%
	2			Newark				1					1	50%	0%
		1		N. Philadelphia					1				1	100%	100%
1				Niles	1								1	100%	100%
6				Painesville		3							3	50%	0%
1	3			Piqua	1		1	2					4	100%	50%
1		1		Portsmouth		1			1				2	100%	50%
	2		1	Ravenna			1	1					2	67%	50%
1		1		St. Marys		1							1	50%	0%
	1			Salem									0	0%	0%
2				Sidney		2							2	100%	0%
1	2		1	Springfield	1			2			1		4	100%	25%
2			2	Steubenville									0	0%	0%
6	1		1	Toledo	3	1		1					5	71%	60%
1	2	1	1	Warren	1								1	20%	100%
4	5	1	3	Youngstown	1	2	2	1			1		7	54%	43%
			1	Zanesville							1		1	100%	0%
		10	7	Unknown					2	2	2		6	35%	67%
72	45	26	26	Total	20	26	9	19	8	3	8		93		

BUILDING MAINTENANCE

EDUCATIONAL BACKGROUND

		286	5186
M.V.V.S. GRADUATES WHO WERE:			
H.S. Graduates -		3	3
H.S. Dropouts in grade -	12	0	0
	11	4	4
	10	8	3
	9	7	4
	8	4	2
	7	0	0
	6	0	0
	5	0	1
	Unknown	0	0
		26	17
M.V.V.S. TERMINATES WHO WERE:			
H.S. Graduates -		0	0
H.S. Dropouts in grade -	12	0	0
	11	3	3
	10	8	3
	9	14	6
	8	13	9
	7	4	2
	6	0	0
	Spec. Ed.	1	1
	Unknown	0	2
		46	28
Total H.S. Graduates -		5(7%)	5(11%)
Total H.S. Dropouts -		67(93%)	40(89%)

AGE FACTORS

		286	5186
M.V.V.S. GRADUATE AGES -	21	5	4
	20	4	3
	19	7	4
	18	8	4
	17	1	2
	16	1	0
	Unknown Age	0	0
		26	17
M.V.V.S. TERMINATE AGES -	21	9	1
	20	9	6
	19	9	5
	18	14	7
	17	4	5
	16	1	1
	Unknown Age	0	1
		18	24

MACHINE OPERATOR

MACHINE OPERATOR

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-015	40	48	21(44%)	6(29%)	27	56%
5166	25	22	11(50%)	3(27%)	11	50%
5186-015-1	25	33	16(48%)	9(56%)	17	52%
5186-015-2	25	31	11(35%)	5(45%)	20	65%
Total	115	134	59(44%)	23(39%)	75	56%
6200	75	113	61(54%)	24(39%)	Current-52	46%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-015	27	22	81%	14	3	4	0	1	77%	18%	5%
5166	11	8	73%	7	0	0	0	1	87%	0%	13%
5186-015-1	17	10	59%	7	0	0	2	1	70%	0%	30%
5186-015-2	20	13	65%	9	1	0	3	0	77%	0%	23%
Total	75	53	72%	37	4	4	5	3	78%	7%	15%

Related hourly wage average $2.35 Range: $1.80 to $3.50
Unrelated hourly wage average $2.14 Range: $1.00 to $3.08

Of those known employed -90% were in related employment
-10% were in unrelated employment

JOB TITLES -

RELATED		UNRELATED	
Machine operator	21	Laborer	1
Lathe operator	7	Trucker	1
Heavy bender	1	Farm laborer	1
Drill press operator	3	Handler	1
Vertical grinder operator	1		
Machinist apprentice	1		
Mill operator	1		
Tool & die apprentice	2		

MACHINE OPERATOR - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	5166	5186	7082 Active						
Akron	4	1			3					2
Barberton	1		1	1	1					1
Bridgeport		2	4		5			1		
Cambridge	1						1			
Canton				1						
Chillicothe			1		1					
Cincinnati	2		1	4	2				1	
Cleveland		2	2	3	1					3
Columbus	3		1		3		1			
Dayton	4	2	4	6	2		2		1	5
East Liverpool				1						
Elyria	1	2	2		1					4
Findlay	1		1			1		1		
Fremont	1				1					
Gallipolis			2		1					1
Hamilton	1				1					
Jackson			1		1					
Lancaster			1							1
Lima	1									1
Logan	1		1		2					
Lorain	1			2		1				
Marion	1				1					
Middletown			1		1					

MACHINE OPERATORS - GRADUATES

CITY OF REFERRAL	REFERRAL TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	5166	5186	7082 Active						
Mt. Vernon			2					2		
Springfield	1		1		2					
Steubenville	1				1					
Toledo			1	10	1					
Warren	1		1	2		1				1
Youngstown	1	2	6	4	4			1	1	3
Zanesville			3		2	1				
Unknown				18						
Totals	27	11	37	52	37	4	4	5	3	22

MACHINE OPERATOR
TERMINATES

TOTAL REFERRALS 286	5166	5186	7082	CITY OF REFERRAL	286 enrolled less then 30 days	286 enrolled more than 30 days	5166 enrolled less then 30 days	5166 enrolled more then 30 days	5186 enrolled less then 30 days	5186 enrolled more then 30 days	7082 enrolled less then 30 days	7082 enrolled more then 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term.-less than 30 days
5	3	3	3	Akron		1	1	1	1	2	3		9	64%	56%
1			1	Alliance		1						1	2	100%	0%
1				Ashtabula	1								1	100%	100%
2		1	1	Barberton		1							1	25%	0%
1				Bellefontaine		1							1	100%	0%
	2	8		Bridgeport					2	2			4	40%	50%
1				* Cambridge									0	0%	0%
		1		Chillicothe									0	0%	0%
4		1	8	Cincinnati	1	1					3	1	6	46%	57%
2	3	6	10	Cleveland		2	1		1	3	3	4	14	67%	36%
3	1	2	2	Columbus				1	1		1	1	4	50%	50%
7	3	7	8	Dayton	2	1		1	1	2		2	9	38%	22%
		2	6	E. Liverpool					1		2	3	6	75%	50%
1	2	4	2	Elyria					1	1		2	4	44%	25%
1		1		Findlay									0	0%	0%
1		1		Fostoria		1				1			2	100%	0%
1				Fremont									0	0%	0%
		3		Gallipolis					1				1	33%	100%
1			1	Hamilton								1	1	50%	0%
		1		Jackson									0	0%	0%
		1		Lancaster					1				1	100%	100%
1				Lima									0	0%	0%
2	1		3	*Canton		2		1			1	1	5	83%	20%

MACHINE OPERATOR
TERMINATES

TOTAL REFERRALS 286	5166	5186	7082	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5166 enrolled less than 30 days	5166 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 60 days
1		1		Logan									0	0%	0%
2			6	Lorain		1					2	2	5	62%	40%
		1	1	Mansfield					1			1	2	100%	50%
2				Marion	1								1	50%	100%
		1		Middletown									0	0%	0%
		2		Mt. Vernon									0	0%	0%
	1			Niles			1						1	100%	100%
1			1	Salem		1						1	2	100%	0%
1				Sidney	1								1	100%	100%
2		2	5	Springfield		1			1		1	4	7	78%	28%
1			1	Steubenville							1		1	50%	100%
		1	12	Toledo								2	2	15%	0%
1	1	1	3	Warren				1				1	2	33%	0%
	2			Washington C.H.				2					2	100%	0%
2	3	10	5	Youngstown		1		1	2	2		1	7	35%	28%
		3	1	Zanesville								1	1	25%	0%
			33	Unknown							7	8	15	45%	47%
48	22	64	113	Totals	6	15	3	8	14	13	24	37	120		

MACHINE OPERATORS

EDUCATIONAL BACKGROUND

		286	5166	5186
M.V.V.S. GRADUATES WHO WERE:				
H.S. Graduates -		4	4	25
H.S. Dropouts in grade -	12	0	2	0
	11	9	3	3
	10	6	1	5
	9	5	1	3
	8	2	0	1
	7	1	0	0
	6	0	0	0
	Unknown	0	0	0
		27	11	37
M.V.V.S. TERMINATES WHO WERE:				
H.S. Graduates -		2	3	11
H.S. Dropouts in grade -	12	0	0	1
	11	1	1	2
	10	4	1	5
	9	10	2	4
	8	3	2	3
	7	0	0	0
	6	0	0	0
	Unknown	1	2	1
		21	11	27
Total H.S. Graduates -		6(12%)	7(32%)	36(56%)
Total H.S. Dropouts -		42(88%)	15(68%)	28(44%)

AGE FACTORS

		286	5166	5186
M.V.V.S. GRADUATE AGES -	21	7	4	4
	20	9	2	2
	19	7	2	11
	18	3	3	14
	17	0	0	4
	16	0	0	1
	Unknown Age	1	0	1
		27	11	37
M.V.V.S. TERMINATE AGES -	21	2	1	5
	20	2	5	2
	19	9	2	9
	18	5	1	7
	17	3	1	2
	16	0	0	1
	Unknown Age	0	1	1
		21	11	27

ROUTEMAN

ROUTEMAN

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-16	25	29	20(69%)	14(70%)	9	31%
286-16A	25	13	5(38%)	3(60%)	8	62%
Total	50	42	25(59%)	17(68%)	17	41%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-16	9	7	78%	1	6	0	0	0	100%	0%	0%
286-16A	8	6	75%	0	4	0	2	0	67%	0%	33%
Total	17	13	76%	1	10	0	2	0	84%	0%	16%

Related hourly wage average	$2.12	Range:	none
Unrelated hourly wage average	$1.86	Range:	$1.25 to $3.00

Of those known employed - 9% were in related employment
-91% were in unrelated employment

JOB TITLES -

RELATED	
Routeman	1

UNRELATED	
Laborer	6
Station attend.	1
Orderly	2
Janitor	1

ROUTEMAN - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286									
Akron	1					1				
Cincinnati	1					1				
Cleveland	1									1
Columbus	2					2				
Dayton	1									1
East Liverpool	2					2				
Elyria	1									1
Mansfield	1									1
Marion	2				1			1		
Middletown	2					2				
Steubenville	2					1		1		
Youngstown	1					1				
Totals	17				1	10	0	2	0	4

ROUTEMAN
TERMINATES

286 TOTAL REFERRALS	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
2	Akron		1	1	50%	0%
2	Ashtabula	2		2	100%	100%
1	Barberton	1		1	100%	100%
2	Canton	1	1	2	100%	50%
2	Cincinnati	1		1	50%	100%
1	Cleveland			0	0%	0%
2	Columbus			0	0%	0%
3	Dayton	2		2	65%	100%
3	E. Liverpool	1		1	33%	100%
2	Elyria	1		1	50%	100%
1	Findlay	1		1	100%	100%
1	Lancaster	1		1	100%	100%
2	Logan	1	1	2	100%	50%
4	Mansfield	1	2	3	75%	33%
2	Marion			0	0%	0%
2	Middletown			0	0%	0%
1	Newark		1	1	100%	0%
1	Painesville	1		1	100%	100%
1	Piqua	1		1	100%	100%
3	Steubenville	1		1	33%	100%
1	Warren		1	1	100%	0%
2	Washington C.H.	1	1	2	100%	50%
1	Youngstown			0	0%	0%
42	Total	17	8	25		

ROUTEMAN

EDUCATIONAL BACKGROUND

		286
M.V.V.S. GRADUATES WHO WERE:		
H.S. Graduates -		4
H.S. Dropouts in grade -	12	1
	11	3
	10	6
	9	1
	8	2
	7	0
	6	0
	Unknown	0
		17
M.V.V.S. TERMINATES WHO WERE:		
H.S. Graduates -		3
H.S. Dropouts in grade -	12	0
	11	1
	10	4
	9	8
	8	6
	7	2
	6	0
	Unknown	1
		25
Total H.S. Graduates -		7(19%)
Total H.S. Dropouts -		35(81%)

AGE FACTORS

M.V.V.S. GRADUATE AGES -	21	3
	20	7
	19	2
	18	4
	17	1
	16	0
	Unknown Age	0
		17
M.V.V.S. TERMINATE AGES -	21	5
	20	1
	19	6
	18	8
	17	3
	16	1
	Unknown Age	1
		25

STOCK INVENTORY CLERK

STOCK INVENTORY CLERK

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-18	25	38	15(39%)	9(60%)	23	61%
286-18A	25	28	8(28%)	6(75%)	20	72%
5186-016-1	25	31	13(42%)	9(69%)	18	58%
5186-016-2	25	30	11(37%)	7(64%)	19	63%
5186-016-3	25	30	15(50%)	7(47%)	15	50%
Total	125	157	62(39%)	38(61%)	95	61%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-18	23	19	83%	4	8	4	3	0	63%	21%	16%
286-18A	20	15	75%	3	6	2	4	0	60%	13%	27%
5186-016-1	18	9	50%	4	3	1	1	0	78%	11%	11%
5186-016-2	19	9	47%	3	0	3	3	0	33%	33%	33%
5186-016-3	15	8	53%	4	3	1	0	0	88%	12%	0%
Total	95	60	63%	18	20	11	11	0	64%	18%	18%

Related hourly wage average $1.63 Range: $1.25 to $2.57
Unrelated hourly wage average $2.05 Range; $1.25 to $2.98

Of those known employed -47% were in related employment
-53% were in unrelated employment

JOB TITLES -

RELATED		UNRELATED	
Stockroom clerk	4	Laborer	10
Stock inventory clerk	1	Assembly line worker	2
Stock clerk	8	Kitchen help	1
Classifier	1	Store clerk	1
Packer & receiver	2	Delivery man	1
Receiving manager	1	Car washer	1
Warehouseman	1	Shear operator	1
		Bench former	1
		Park worker	1
		Sawman	1

STOCK INVENTORY CLERK - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	5186								
Akron	5					1	2	2		
Ashtabula		1								1
Barberton	2	3						2		3
Batavia		2					1			1
Bridgeport	1					1				
Canton	2					2				
Cleveland	7	3			4		1			5
Cincinnati		6			3					3
Columbus	1	1					2			
Dayton	4	6				4	1			5
East Liverpool		1								1
Elyria	2	1				1		1		1
Fostoria	2	1			2					1
Gallipolis		5			1		1	2		1
Hamilton	3	3			3			1		2
Logan	1					1				
Mansfield	3					2		1		
Massillon		2				1				1
Middletown	2	2			1.	2				1
Portsmouth	1					1				
Salem		1			1					
Sidney	1	1				1				1

STOCK INVENTORY CLERK - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT				Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	286	5186								
Springfield	3	2					1	1		3
Toledo	1	1				1				1
Warren		2			1	1				
Washington C.H.		1					1			
Youngstown	1	6			2		1	1		3
Zanesville	1	1				1				1
Totals	43	52			18	20	11	11	0	35

STOCK INVENTORY CLERKS
TERMINATES

TOTAL REFERRALS 286	TOTAL REFERRALS 5186		CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days					Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
6	4		Akron	1		3	1					5	50%	80%
1	1		Ashtabula	1								1	50%	100%
2	3		Barberton									0	0%	0%
	3		Batavia			1						1	33%	100%
2			Bridgeport		1							1	50%	0%
3	1		Canton	1			1					2	50%	50%
1	12		Cincinnati		1	4	2					7	54%	57%
9	6		Cleveland	1	1	1	2					5	33%	40%
1	3		Columbus			2						2	50%	100%
9	7		Dayton	4	1		1					6	38%	67%
2	1		E. Liverpool	2								2	67%	100%
2	2		Elyria				1					1	25%	0%
2	1		Fostoria									0	0%	0%
	5		Gallipolis									0	0%	0%
4	4		Hamilton	1			1					2	25%	50%
2	1		Logan	1		1						2	67%	100%
	1		Lorain			1						1	100%	100%
3	3		Mansfield			2	1					3	50%	67%
	2		Massillon									0	0%	0%
4	3		Middletown	2		1						3	43%	100%
1			Painesville		1							1	100%	0%
	1		Piqua			1						1	100%	100%

STOCK INVENTORY CLERKS
TERMINATES

TOTAL REFERRALS 286	5186	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 30 days
1		Portsmouth					0	0%	0%
	1	Salem					0	0%	0%
1	1	Sidhey					0	0%	0%
5	3	Springfield	1	1		1	3	38%	33%
	1	Steubenville			1		1	100%	100%
2	5	Toledo		1	2	2	5	71%	40%
	3	Warren			1		1	33%	100%
	2	Washington C.H.				1	1	50%	0%
2	9	Youngstown		1	1	2	4	36%	25%
1	2	Zanesville			1		1	33%	100%
66	91	Total	15	8	23	16	62		

STOCK INVENTORY CLERKS

EDUCATIONAL BACKGROUND

		286	5186
M.V.V.S. GRADUATES WHO WERE:			
H.S. Graduates -		14	18
H.S. Dropouts in grade -	12	1	4
	11	2	5
	10	18	14
	9	5	7
	8	3	2
	7	0	0
	6	0	0
	Spec. Ed	0	1
	Unknown	0	1
		43	52
M.V.V.S. TERMINATES WHO WERE:			
H.S. Graduates -		1	6
H.S. Dropouts in grade -	12	0	0
	11	1	7
	10	7	9
	9	7	11
	8	3	3
	7	2	0
	6	0	0
	Spec. Ed	0	1
	Unknown	2	2
		23	39
Total H.S. Graduates -		15(23%)	24(26%)
Total H.S. Dropouts -		51(77%)	67(74%)

AGE FACTORS

		286	5186
M.V.V.S. GRADUATE AGES -	21	11	5
	20	11	9
	19	11	21
	18	7	11
	17	1	4
	16	2	2
	Unknown Age	0	0
		43	52
M.V.V.S. TERMINATE AGES -	21	7	3
	20	2	7
	19	4	9
	18	5	11
	17	4	5
	16	1	4
	Unknown Age	0	0
		23	39

WELDER

WELDER

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
286-019	40	65	33(51%)	20(61%)	32	49%
5111-003	20	21	8(38%)	2(25%)	13	62%
5186-013-1	20	31	14(45%)	6(43%)	17	55%
5186-013-2	20	24	4(17%)	1(25%)	20	83%
6128-002	25	30	13(43%)	3(23%)	17	57%
Total	125	171	72(42%)	32(44%)	99	58%
7082-012	60	73	26(36%)	9(35%)	47	64%
7115-009	60	68	7(10%)	7(100%) Active-	61	70%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
286-019	32	27	84%	16	6	3	2	0	81%	11%	8%
5111-003	13	4	31%	3	0	0	1	0	75%	0%	25%
5186-013-1	17	12	71%	6	2	3	1	0	67%	25%	8%
5186-013-2	20	11	55%	7	0	2	2	0	64%	18%	18%
6128-002	17	6	35%	2	1	0	3	0	33%	17%	50%
Total	99	60	60%	34	9	8	9	0	72%	13%	15%

Related hourly wage average $2.66 Range: $1.50 to $4.56
Unrelated hourly wage average $1.99 Range: $1.00 to $2.84

Of those known employed - 79% were in related employment
- 21% were in unrelated employment

JOB TITLES -

RELATED		UNRELATED	
Welder	32	Laborer	4
Electric eyer burner	1	Car wash	1
Construction welder	1	Caretaker	1
		Maintenance man	1
		Drill press oper.	1
		Unskilled maintenance	1

WELDERS

GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT 286	5111	6128	5186	7082	7115	Related Employment	Unrelated Employment	Unemployed	Service	Other	No data available
Akron	2	2		2	3	4	3					6
Alliance	1		1						1			1
Ashtabula					1	1						1
Barberton				2	1			1				2
Bellefontaine			1	1		1						2
Bridgeport	1			3			3		1			
Cambridge	1			1			2					
Canton	4		1	2	2	2	1	2				6
Cincinnati	2		1		1	5	2					2
Cleveland	1	1	1	2	1	3	1		1			4
Columbus		3		1	1	1	1		1	1		2
Dayton	1	1		1	2	1	1		1			3
E. Liverpool	2		1		2	1	1	1				3
Elyria		1	1	2			2					2
Fostoria				1		1						1
Gallipolis				1			1					
Hamilton		1	1	1	2				1			4
Lancaster			2							1		1
Lorain	2	1		1		6	3			1		
Mansfield					1	1						1
Marietta						2						
Marion				1		1	1					

WELDERS

GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT						Related Employment	Unrelated Employment	Unemployed	Service	Other	No data available
	286	5111	6128	5186	7082	7115						
Massillon				1		1						1
Middletown	1			3			2					2
Newark	1			1	1							3
Niles						1						
Painesville	1							1				
Piqua					1							1
Portsmouth				1						1		
Salem	1							1				
Sandusky	1			2		1	1			1		1
Sidney						2						
Springfield	2		1		1	4	1		1			2
St. Marys	1						1					
Steubenville	1			1	1		1					2
Toledo	3		1		2	2	1			1		4
Warren		1	2	1		1	1	1				2
Washington C.H.				1			1					
Youngstown	3	2	2	2	1	1	3	1	1	1		4
Zanesville			1	2	2	2		1		2		2
Unknown					21	16						21
Totals	32	13	17	37	47	61	34	9	8	9	0	86

WELDER
TERMINATES

TOTAL REFERRALS																					
286	5111	6128	5186	7082	7115	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5111 enrolled less than 30 days	5111 enrolled more than 30 days	6128 enrolled less than 30 days	6128 enrolled more then 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	7115 enrolled less than 30 days	7115 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term - less than 30 days
4	2	0	2	3	4	Akron	1	1											2	13%	50%
2	0	1	0	4	0	Alliance	1								2	2			5	71%	60%
1	0	0	0	1	2	Ashtabula	1										1		2	50%	100%
0	0	0	2	1	0	Barberton													0	0%	0%
0	0	1	2	0	1	Bellefontaine							1						1	25%	100%
2	0	1	4	0	0	Bridgeport		1				1	1						3	43%	33%
1	0	0	1	1	0	Cambridge										1			1	33%	0%
5	0	1	2	3	4	Canton	1								1		2		4	27%	100%
3	0	1	1	4	5	Cincinnati	1							1	2	1			5	36%	60%
4	2	1	2	2	3	Cleveland	2	1		1						1			5	36%	40%
1	3	2	2	1	1	Columbus	1					2	1						4	40%	50%
3	2	1	1	3	1	Dayton	1	1	1			1				1			5	45%	40%
2	0	1	1	2	1	East Liverpool								1					1	14%	0%
1	1	1	3	0	0	Elyria	1							1					2	33%	50%
0	0	0	1	0	0	Findlay							1						1	100%	100%
0	0	0	1	0	2	Fostoria											1		1	33%	100%
0	0	2	1	0	0	Gallipolis					2								2	67%	100%
1	1	1	2	3	0	Hamilton	1							1		1			3	38%	33%
1	0	1	0	0	0	Jackson	1				1								2	100%	100%
0	0	3	0	0	0	Lancaster						1							1	33%	0%
1	0	0	0	0	0	Lima	1												1	100%	100%
0	0	0	0	1	0	Lisbon													0	0%	0%
0	0	0	1	0	0	Logan							1						1	100%	100%
3	1	0	1	1	6	Lorain	1									1			2	17%	50%

WELDER TERMINATES TOTAL REFERRALS																					
286	5111	6128	5186	7082	7115	CITY OF REFERRAL	286 enrolled less than 30 days	286 enrolled more than 30 days	5111 enrolled less than 30 days	5111 enrolled more than 30 days	6128 enrolled less than 30 days	6128 enrolled more than 30 days	5186 enrolled less than 30 days	5186 enrolled more than 30 days	7082 enrolled less than 30 days	7082 enrolled more than 30 days	7115 enrolled less than 30 days	7115 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. - less than 30 days
1	0	0	0	0	1	Mansfield		1											1	33%	0%
1	0	0	1	0	2	Marietta	1							1					2	50%	50%
0	0	1	1	0	1	Marion						1							1	33%	0%
0	0	0	1	0	1	Massillon													0	0%	0%
1	0	0	3	0	0	Middletown													0	0%	0%
1	0	0	2	1	0	Newark								1					1	25%	0%
1	0	0	0	0	0	N. Philadelphia	1												1	100%	100%
0	0	0	0	0	1	Niles													0	0%	0%
1	0	1	0	0	0	Painesville						1							1	50%	0%
0	0	0	0	2	0	Piqua										1			1	50%	0%
0	0	0	1	0	0	Portsmouth													0	0%	0%
1	0	0	0	0	0	Ravenna	1												1	100%	100%
1	1	0	0	0	0	St. Marys				1									1	50%	0%
1	0	1	0	1	0	Salem						1			1				2	67%	50%
1	0	0	2	0	1	Sandusky													0	0%	0%
1	0	0	0	0	2	Sidney		1											1	33%	0%
4	0	1	1	3	4	Springfield		2						1	1	1			5	39%	20%
1	0	0	1	1	0	Steubenville													0	0%	0%
4	2	1	2	2	2	Toledo	1		1	1				2					5	38%	40%
1	2	2	1	0	1	Warren		1		1									2	29%	0%
0	0	1	2	0	0	Washington C.H.						1	1						2	67%	50%
0	0	0	2	0	0	Wooster								2					2	100%	0%
7	4	3	3	1	1	Youngstown	2	2		2		1	1						8	42%	38%
2	0	1	2	4	2	Zanesville		2							1	1			4	40%	25%
0	0	0	0	27	19	Unknown									1	6	3		10	22%	40%
65	21	30	55	73	68	Totals	20	13	2	6	3	10	7	11	9	17	7	0	105		

WELDER

EDUCATIONAL BACKGROUND

		286	5111	5186	6128
M.V.V.S. GRADUATES WHO WERE:					
H.S. Graduates -		5	1	13	5
H.S. Dropouts in grade -	12	0	2	0	1
	11	3	2	7	1
	10	6	5	10	5
	9	10	2	6	4
	8	4	1	1	1
	7	4	0	0	0
		32	13	37	17
M.V.V.S. TERMINATES WHO WERE:					
H.S. Graduates -		2	0	3	1
H.S. Dropouts in grade -	12	2	0	0	0
	11	3	3	1	1
	10	7	1	2	2
	9	11	1	6	6
	8	6	1	6	1
	7	0	0	0	1
	6	1	0	0	0
	Unknown	1	2	0	1
		33	8	18	13
Total H.S. Graduates -		7(11%)	1(4%)	16(29%)	6(20%)
Total H.S. Dropouts -		58(89%)	20(96%)	39(71%)	24(80%)

AGE FACTORS

		286	5111	5186	6128
M.V.V.S. GRADUATE AGES -	21	9	3	7	3
	20	7	5	7	1
	19	6	1	8	1
	18	5	2	12	9
	17	4	2	3	2
	16	1	0	0	1
		32	13	37	17
M.V.V.S. TERMINATE AGES -	21	7	8	3	3
	20	7	1	1	0
	19	8	2	7	1
	18	5	0	3	6
	17	4	2	3	0
	16	2	0	1	2
	Unknown	0	0	0	1
		33	8	18	13

LAWNMOWER REPAIRMAN

LAWNMOWER REPAIRMAN

PROJECT	QUOTA	REFERRALS	TERMINATES	LESS THAN 30 DAYS	GRADUATES	%
6128-004	20	19	14(74%)	8(57%)	5	26%

GRADUATE PLACEMENT	Graduates	Contacted by mail or in person	%	Related employment	Unrelated employment	Unemployed	Service	Other	Employed	Unemployed	Other
6128	5	2	40%	0	0	2	0	0	0%	100%	0%

LAWNMOWER REPAIRMAN - GRADUATES

CITY OF REFERRAL	REFERRALS TO PROJECT			Related Employment	Unrelated Employment	Unemployed	Service	Other	No Data Available
	6128								
Ashtabula	1					1			
Bridgeport	1								1
Fremont	1								1
Mt. Vernon	1					1			
Springfield	1								1
Totals	5			0	0	2	0	0	3

LAWNMOWER REPAIRMAN
TERMINATES

TOTAL REFERRALS 6128	CITY OF REFERRAL	6128 enrolled less than 30 days	6128 enrolled more than 30 days	Total terminations	Percentage of referrals terminated	Percentage of referrals term. -less than 60 days
1	Alliance	1		1	100%	100%
1	Ashtabula			0	0%	0%
1	Bridgeport			0	0%	0%
1	Cleveland		1	1	100%	0%
1	Columbus	1		1	100%	100%
1	Dayton		1	1	100%	0%
1	Elyria	1		1	100%	100%
2	Fremont		1	1	50%	0%
1	Jackson	1		1	100%	100%
1	Lancaster		1	1	100%	0%
1	Marietta		1	1	100%	0%
1	Mt. Vernon			0	0%	0%
2	Painesville	1	1	2	100%	50%
1	Ravenna	1		1	100%	100%
1	Springfield			0	0%	0%
1	Toledo	1		1	100%	100%
1	Youngstown	1		1	100%	100%
19	Total	8	6	14		

LAWNMOWER REPAIRMEN

EDUCATIONAL BACKGROUND

		6128
M.V.V.S. GRADUATES WHO WERE:		
H.S. Graduates -		2
H.S. Dropouts in grade -	12	0
	11	0
	10	0
	9	1
	8	0
	7	2
	6	0
	Unknown	0
		5
M.V.V.S. TERMINATES WHO WERE:		
H.S. Graduates -		0
H.S. Dropouts in grade -	12	0
	11	1
	10	4
	9	7
	8	2
	7	0
	6	0
	Unknown	0
		14
Total H.S. Graduates -		2(10%)
Total H.S. Dropouts -		17(90%)

AGE FACTORS

M.V.V.S. GRADUATE AGES -	21	2
	20	0
	19	1
	18	1
	17	0
	16	1
	Unknown Age	0
		5
M.V.V.S. TERMINATE AGES -	21	2
	20	1
	19	2
	18	2
	17	4
	16	3
	Unknown Age	0
		14

Table 40

TOTAL REFERRALS BY CITY
TO EACH TRAINING AREA
JULY 1964 - JANUARY 1967

	Electrical Appliance	Auto Body	Auto Mechanics	Auto Service Mechanics	Bakers	Accounting Clerks	General Office Clerks	Cooks	Custodians	Draftsmen	Tab Machine Operators	Food Service Workers	Groundskeeper-Custodians	Building Maintenance	Machine Operators	Routemen	Stock Inventory Clerks	Welding	Lawnmower Repairmen	Total
Akron	7	2	4	6	8	9	4	9	3	6	9	2	4	1	14	2	10	15	0	115
Alliance	0	1	1	1	1	1	3	1	0	5	3	0	0	0	2	0	0	7	1	27
Ashtabula	3	2	4	1	1	1	4	3	0	3	2	1	4	1	1	2	2	4	1	40
Barberton	3	1	2	2	1	0	2	4	2	2	2	1	1	0	4	1	5	3	0	36
Bellefontaine	1	0	0	6	3	0	1	1	0	0	0	0	0	1	1	0	0	4	0	18
Bowling Green	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Bridgeport	1	1	1	3	0	2	1	0	0	8	2	0	0	0	10	0	2	7	1	39
Bucyrus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cambridge	3	1	1	1	1	0	0	1	0	3	2	0	0	0	1	0	0	3	0	17
Canton	4	2	3	4	1	5	2	4	1	2	8	1	6	10	6	2	4	15	0	80
Chillicothe	0	1	0	2	0	1	0	1	2	0	0	0	1	0	1	0	0	0	0	9
Cincinnati	14	2	5	5	16	5	10	11	0	4	16	3	7	6	13	2	16	14	0	149
Cleveland	17	10	11	10	8	4	12	8	3	10	4	7	11	17	21	1	15	14	1	184

TABLE 40 (CONTINUED)

TOTAL REFERRALS BY CITY
TO EACH TRAINING AREA
JULY 1964 - JANUARY 1967

	Electric Appliance	Auto Body	Auto Mechanics	Auto Service Mechanics	Bakers	Accounting Clerks	General Office Clerks	Cooks	Custodians	Draftsmen	Tab Machine Operators	Food Service Workers	Groundskeeper-Custodian	Building Maintenance	Machine Operators	Routemen	Stock Inventory Clerks	Welding	Lawnmower Repairmen	Total
Columbus	7	6	6	8	3	1	8	4	0	14	11	3	9	10	8	2	4	10	1	115
Coshocton	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2
Dayton	11	4	3	8	11	13	7	7	6	13	10	8	1	5	25	3	16	11	1	163
Defiance	0	0	0	0	0	0	0	0	0	3	0	0	1	0	0	0	0	0	0	4
East Liverpool	1	3	4	5	0	0	4	0	1	2	5	0	2	3	8	3	3	7	0	50
Elyria	2	6	2	4	1	2	2	2	0	5	0	1	6	2	9	2	4	6	1	57
Findlay	3	0	1	3	4	1	0	3	0	4	1	2	1	5	2	1	0	1	0	32
Fostoria	1	1	1	2	1	1	2	1	0	2	2	1	3	1	2	0	3	3	0	27
Fremont	0	0	2	1	1	0	1	1	0	5	0	0	2	1	1	0	0	0	2	17
Gallipolis	3	1	1	0	2	0	0	0	0	1	1	0	0	0	3	0	5	3	0	20
Greenville	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hamilton	1	1	0	0	5	2	1	3	0	6	8	3	1	2	2	0	8	8	0	51
Ironton	0	0	1	1	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0	5

continued

TABLE 40 (CONTINUED)

TOTAL REFERRALS BY CITY TO EACH TRAINING AREA JULY 1964 - JANUARY 1967

	Electrical Appliance	Auto Body	Auto Mechanics	Auto Service Mechanics	Bakers	Accounting Clerks	General Office Clerks	Cooks	Custodians	Draftsmen	Tab Machine Operators	Food Service Workers	Groundskeeper-Custodian	Building Maintenance	Machine Operators	Routemen	Stock Inventory Clerks	Welding	Lawnmower Repairmen	Total
Jackson	4	0	2	0	1	0	1	0	3	1	0	1	0	0	1	0	0	2	1	17
Lancaster	2	2	1	1	1	1	0	4	1	1	5	0	3	4	1	1	0	3	1	32
Lima	5	0	0	2	0	1	1	2	0	2	0	0	3	3	1	0	0	1	0	21
Logan	1	0	0	2	0	0	0	0	0	1	0	1	2	1	2	2	3	1	0	16
Lorain	6	2	4	4	2	1	6	2	1	5	5	1	2	2	8	0	1	12	0	64
Mansfield	4	2	0	1	6	4	6	4	3	2	1	3	5	11	2	4	6	3	0	67
Marietta	0	1	0	1	1	0	1	0	0	4	2	0	9	1	0	0	0	4	1	25
Marion	2	1	0	3	0	0	3	0	2	0	0	3	1	0	2	2	0	3	0	22
Massillon	2	1	0	0	1	1	3	0	1	2	0	0	0	2	0	0	2	2	0	17
Middletown	5	0	0	1	0	4	0	1	2	6	2	1	2	1	1	2	7	4	0	39
Mount Vernon	1	3	1	0	0	3	2	2	0	8	3	0	1	2	2	0	0	0	1	30
Newark	3	1	2	1	2	1	0	0	0	0	7	1	0	2	0	1	0	3	0	25
New Philadelphia	0	0	0	1	1	0	0	1	0	0	1	0	0	1	0	0	0	1	0	6

TABLE 40 (CONTINUED)

TOTAL REFERRALS BY CITY
TO EACH TRAINING AREA
JULY 1964 - JANUARY 1967

	Electrical Appliance	Auto Body	Auto Mechanic	Auto Service Mechanic	Bakers	Accounting Clerks	General Office Clerks	Cooks	Custodians	Draftsmen	Tab Machine Operators	Food Service Workers	Groundskeeper-Custodians	Building Maintenance	Machine Operators	Routemen	Stock Inventory Clerks	Welding	Lawnmower Repairmen	Total
Niles	0	0	1	0	0	1	0	0	0	1	1	0	3	1	1	0	0	1	0	10
Painesville	1	0	1	3	2	0	1	2	1	2	1	0	1	6	0	1	1	2	2	27
Piqua	0	0	4	0	1	0	0	4	2	1	0	4	0	4	0	1	1	2	0	20
Portsmouth	3	0	0	1	1	0	0	0	0	0	0	1	3	2	0	0	1	1	0	13
Ravenna	0	0	1	1	1	1	1	0	0	0	1	1	2	3	0	0	0	1	1	14
Saint Marys	0	0	0	1	2	0	0	0	0	1	1	0	0	2	0	0	0	2	0	9
Salem	0	0	0	2	1	0	0	0	0	0	1	0	1	1	2	0	1	4	0	13
Sandusky	0	0	0	2	1	0	0	2	0	3	0	1	1	0	0	0	0	4	0	14
Sidney	2	0	1	0	1	1	0	1	0	1	4	0	5	2	1	0	2	3	0	24
Springfield	10	1	3	5	5	4	5	3	2	6	1	2	2	4	9	0	8	13	1	84
Steubenville	6	1	1	5	1	0	2	1	2	0	2	3	3	4	2	3	1	3	0	40
Toledo	6	3	8	2	7	7	5	12	3	16	14	1	5	8	13	0	7	13	1	131
Warren	3	3	1	5	2	2	4	3	3	5	5	0	4	5	6	1	3	7	0	62

TABLE 40 (CONTINUED)

TOTAL REFERRALS BY CITY
TO EACH TRAINING AREA
JULY 1964 - JANUARY 1967

	Electrical Appliance	Auto Body	Auto Mechanics	Auto Service Mechanics	Bakers	Accounting Clerks	General Office Clerks	Cooks	Custodians	Draftsmen	Tab Machine Operators	Food Service Workers	Groundskeeper-Custodian	Building Maintenance	Machine Operators	Routemen	Stock Inventory Clerks	Welding	Lawnmower Repairmen	Total
Washington C.H.	3	3	1	8	1	0	2	2	0	3	1	0	1	0	2	2	2	3	0	34
Wauseon	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wooster	0	1	1	0	0	0	3	5	0	1	1	0	0	0	0	0	0	2	0	14
Youngstown	12	11	11	13	11	10	12	15	5	23	13	8	4	13	20	1	11	19	1	213
Zanesville	3	1	3	1	2	2	0	0	1	11	1	1	1	1	4	0	3	11	0	46
Unknown	0	11	13	6	4	5	7	11	0	31	36	0	22	17	33	0	0	46	0	242
Total Referrals	165	93	110	154	123	100	129	137	48	239	198	63	146	169	247	42	157	312	19	2651

CHAPTER XV

TOTAL PROGRAM PROBLEMS

Many problems, which have been a part of MVVS from the start of the program to the present third year of operation, are problems that have been such because of funding under existing MDTA legislation. Some revisions of the Manpower Act since 1963 have helped to alleviate certain problems but others have received little or no attention.

Naturally a program funded in a residential setting is immediately faced with problems under MDTA since this law was not written for this type of program organization. Originally three residential programs for youth were funded in the United States in 1964 as experimental centers for Manpower Training. Only MVVS survived through the first year of operation and since 1965 it has been the only residential youth program funded under MDTA in the United States.

MVVS, because it is a residential center servicing youth referred from within the boundaries of an entire state, has faced a different and wider range of subsistance than the original intent of the law allows. The $5.00 per day subsistence was originally intended by the MDTA law of 1962 to provide assistance in relocating temporarily for the purposes of training and is interpreted to mean room and board only. The Manpower law was amended in 1963 to allow experimental youth programs such as MVVS but the subsistance allowance was not altered. A residential youth center, must by necessity provide in addition to a dormitory and food service program with a full supervisory staff, other important program segments such as health services, recreational services, transportation services and in addition maintain buildings for such services. Certainly this stretches the allowable reimbursement over a much larger area than must have been intended and since MVVS is the sole program with such a problem no relief has occurred in three years of operation. In addition there has been no cost of living increase in this $5.00 amount in the five years in which the MDTA law has been in existence. The Manpower law further states that "...nor shall the Secretary authorize any transportation expenditure exceeding the rate of 10 cents per mile" (Section 203b). The stipulation in Ohio for MVVS has limited this to a total amount of $10.00 per round trip since this equals the $10.00 subsistence not used by the trainee. In effect MVVS must work strictly within a $35.00 per week travel and subsistence total whereas the laws clearly states that there are two separate maximums - $35.00 per week subsistence and 10 cents per mile transportation. This stipulation as interpreted in Ohio has penalized the youth who lives the furthest while fully reimbursing the travel expenses of youth who live within a 100 mile radius.

The stipulation that there be a waiting period of one year from the time a student dropped from high school and entered a training program with a youth training allowance has created problems in recruitment as discussed in Chapter IV and also in continuation in the training program for trainees referred under such a restriction. The change in this procedure during the third year of operation (1966-1967) because of amendments to the Manpower law have altered this previous condition considerably. Included in this amendment (Section 203c) is another clause which authorizes "continued payments of allowances to any youth who becomes twenty-two years of age during the course of his training, if he has completed a substantial part of such training." This alleviated some allowance problems for older students many of whom are married.

The lack of pre-medical check-ups and adequate medical facilities because of non-funding in this area of the program have permitted referrals to be sent to MVVS that are not physically and mentally capable of involvement in a residential training program and has made it necessary for the training center to terminate students who have had physical and mental problems for which the center was not staffed, equipped or funded.

The training center has been handicapped from the very beginning with a lack of facilities to perform the assigned task. The recreation department has lacked the space and funds necessary for a full range recreational program. The administrative staff and guidance department have lacked adequate office space, the vocational department has been faced with shop areas too small for the necessary training diversification and in some cases too small for the number of students referred (i.e. - welding, machine shop, auto body, auto mechanics, cooking, baking, building maintenance), and basic education which has had to contend with not enough classrooms, too many students for classrooms in use, classrooms without heating and times when the bus or outdoor areas had to be used for classes. Coupled with the no-build ruling of the MDTA law has been consistent refusal to fund proper custodial assistance and maintenance money to keep both the interior and exterior buildings in use and up to the expectations of the lease with the Air Force which clearly stipulates such and has been approved by MDTA officials. The Manpower Act states "... the Secretary shall make such arrangements as he deems necessary to insure adherance to appropriate training standards, including assurances that adequate and safe facilities and adequate personnel and records of attendance and progress are provided." (Part A - Section 204 - a - 3) and "No portion of the funds to be used under part B of this Act shall be appropriated directly or indirectly to the purchase, erection or repair of any building except for minor remodeling of a public building necessary to make it suitable for use in training under Part B." (Part B - section 305-c). The April 1962 statement which provides highlights and a summary of major provisions of MDTA by the Secretary of Labor states on page 5 that "Training curricula will be developed by State vocational education authorities, who will also be responsible for providing space, equipment, and instructors."

Although the program was funded as an experimental training project during the first three years of operation there has been consistent refusal by those officials in decision making positions at the state and regional levels to implement the needed changes or to give full approval to such. This lead to the refusal for the purchase of classroom furniture the first year and difficulties with this since then, refusal to fund a full driver education program labeled as such, refusal to fund an experimental basic skills program for those with emotional blocks to learning who are 5½% of the total referrals and have an 85% drop-out rate, refusal to fund a larger staff for smaller trainee-instructor ratio, refusal to fund assistance for the medical problems and pre-referral medical check-ups which create instructional difficulties, refusal to fund necessary vocational instructional equipment and aids which the training center has certified and justified as substantiated needs, refusal to fully recognize and alleviate by budget approvals the transportation difficulties faced in transporting students between buildings or from the base to local communities for health services.

The continuous year around operation of the program has created problems for the staff. Little funding has been approved for in-service training, no money for employee vacations, and no fringe benefits. Naturally benefits of this nature are difficult to provide for under MDTA but if the law could be revised to provide the additional alterations and amendments which will guarantee progressive continuation of such a program.

The proposed program for 1967-1968 has been altered recently with the announcement by the State of Ohio Manpower office that the program will no longer be deemed a pilot experimental project. This alters the entire concept of the program and forces the program to maintain status quo. This act will keep normal budgeting at levels consistent with or smaller than previous years and will permit refusals of any program additions, alterations, expiramentations, or expansion that may be found necessary by experiences in residential training.

If certain restrictions of the MDTA law can be eased by amendments, if the state and regional officials charged with the responsibility for MVVS can change the conservative and economical viewpoint so prevalent in education today, if the present administration of the program will cultivate private industry and local fund sources for assistance in key areas, and if the State of Ohio can provide some meaningful monetary assistance from the general funds then and only then can MVVS meet the aforementioned problems and continue to fulfill the role of leadership in residential vocational training with which it has been charged since its inception.

CHAPTER XVI

SUMMARY

Intent upon evaluating the placement success of MVVS first year graduates, assimilating data on graduates and drop-outs of the first year of operation, and assessing the training program in operation, a follow-up evaluation study was initiated in August of 1965.

The follow-up involved interviews of local office personnel, trainee's families, last school attended by trainee prior to referral, employers, MVVS staff, and previous students both graduates and those who were terminated. The field work was carried out by a team of three researchers who traveled throughout the seven major areas of the entire State of Ohio.

The vocational school originated in July of 1964 under the MDT Act of 1962 and contains four main segments - vocational education, basic education, guidance services and a residence program. Youth classified as disadvantaged due to many reasons, (financial, cultural, educational, etc.) are referred by over sixty local employment offices throughout the state. Trainee ages range from sixteen to twenty-one and are in training in one of fourteen vocational areas and basic education for six or twelve months. Maximum dormitory capacity limits total enrollment at 485 during any six month period. A work study program has been in operation since July of 1965 to assist primarily those students referred who do not receive training allowances due to factors stipulated by MDTA law.

Local office surveys indicated possible new training areas and suggested elimination or revision of areas presently being offered. A variety of selection and referral procedures were in use and offices expressed difficulty in recruiting and also in placement of graduates. Very little was being done to follow-up on terminations of the first year. Suggestions were offered for better communications between the training center and each local office to permit fuller knowledge of the total program and therefore aid in selection and referral.

Eight offices in the major cities labeled as Youth Opportunity Centers were visited and evaluated. These special offices specialize in training and employment service to youth.

The contacts with families of graduates and terminates revealed that over 50% of all parents interviewed were originally residents of states other than Ohio. Most comments on the program were favorable but criticism was leveled at local office placement procedures and, by implication, the living conditions that lead to terminations.

School surveys show that 77% of the original program referrals were high school drop-outs and that many of these were "forced" out of public education in Ohio

Employer interviews contained praise for the quality of MVVS graduates. Only 39% of the related employment graduates whose employers were interviewed had received placement assistance by the OSES in securing the job.

The trainee interviews revealed favorable comments on the instructional staff and program and stressed the value of the residential environment. Criticism was leveled at the food and health service programs. Most terminates admitted that they would not have left the program if they had been in a training area of personal choice.

Termination or drop-out rate for the first two years was 50% and two major factors were presented. These were the disatisfactions which developed during the first 30 days and health or financial problems.

The staff of the training center expressed pride in the success of the program but recommended needed improvements in the residence program funding, staff communications and cooperation, attendance procedures, recreation and transportation programs; a larger staff with in-service training opportunities; and revised and amended funding procedures under MDTA.

Training and allowance costs are estimated at $2607 per trainee on the basis of all referrals and $5047 adjusted average for total graduated years of training.

The average MVVS trainee age was revealed as 18½ years old and about 51% of the total referrals during the first two years were high school drop-outs.

The overall placement rate including all types of placement (employment, additional training, service, etc.) was 88% for the first two training years. The highest related placement rates were registered for auto area training, drafting, machine shop operator, and welding.

Coupled with placement success have come program problems in residence, training allowances, inadequate funding, special services needed, and inadequate training facilities. Most problems are created by the nature of the MDTA law under which the school operates and funding procedures and policies of state and regional offices. The removal of the "pilot experimental" label from the program will create future funding and other problems because of the unique nature of the program.

CHAPTER XVII

CONCLUSIONS

The following conclusions were drawn based upon the interpretations of data and information presented in this study. The most pertinent items have been gleaned from the context of the manuscript in an attempt to concisely appraise the effectiveness of the MVVS.

1. Some problems encountered in attempting to place graduates were:
    a. Graduate resumes are not detailed enough and often arrive too late to be an effective tool in helping develop a job possibility.
    b. Many graduates could be placed sooner with a higher rate of related placement if there was more acceptance of relocation for employment.
    c. Graduates under 18 years of age are extremely difficult to place.
    d. A lack of practical experience is still a job handicap, particularly in some job areas, even with vocational training.
    e. Selective service status of many graduates makes it difficult for employers to hire graduates who may be drafted within a year.
    f. A previous court record has proven to be a handicap in placing some graduates.
    g. The lack of a high school diploma still affects any placement but the employer attitude is changing.
    h. The fact that employers are not aware of MVVS training or have insufficient experience with prior graduates causes an employer-acceptance problem.
    i. Some graduates have insisted on high wages that are not commensurate with age, experience, and training.

2. Since the complex procedures of placement and follow-up were not without problems so too the selection and referral process has created problems for local offices. The two problems mentioned most often by a majority of those offices visited were a shortage of personnel and the present quota system.

The tremendous task of selection, testing, counseling, referral, placement, and follow-up usually became the task of one person in most local offices. This places a heavy burden upon this one person.

3. OSES personnel expressed concern with come current practices. Specifically, they were:

   a. The one-year period which must occur between high school dropout and entry to an MDTA training program to be eligible for an allowance (this has since been discontinued by MDTA amendment).
   b. The limitations of a $10.00 maximum on travel allowances which penalizes the students who live the farthest and reimburses fully those who live the closest to the training center.
   c. The policy which required that those boys on probation at the time of referral be dropped from parole before entry (this has also been altered since the survey was completed).

4. When asked how the training program could be helpful to the local office, the most frequent responses by OSES personnel were:

   a. Keep the boys in training until the completion of a course--the number of terminations is discouraging.
   b. Establish better communications between school and local office.
      1) More information on the program
      2) Progress reports periodically as referral proceeds through training
      3) Immediate notification of training area transfers and terminations
      4) More complete resumes and enough in advance of graduation to make them useful
      5) Copy of training certificate for the local files
   c. Include in training pattern information which will help the graduate succeed in employment interviews and pre-employment tests administered by employers.
   d. Aid trainees in completing requirements and securing the high school equivalency test if eligible.
   e. Provide a temporary loan fund for trainees who find themselves stranded occasionally and not financially able to return to the training center.

f. Establish a driver education program since the inability to drive is a serious job handicap.

5. Most local OSES office referral personnel mentional a noticeable change in returning graduates especially in terms of maturity, employment acceptability, and personal appearance. Almost all graduates returned in a much improved position for employment. Most returning graduates praised the educational program and particularly the quality and interest of the instructional staff and also were favorable in their opinion of the effects of the residential dorm life upon themselves. Most of the complaints expressed by the same graduates centered around some of the problems inherent in a residential center. Namely these were:

a. The threatening, bullying, and stealing by other trainees.
b. The quantity and the quality of the food.
c. The Negro-white or large city-small community conflict.
d. The social exposure to other trainees with criminal records, homosexual tendencies, or other social problems.
e. The limited recreational program.
f. Difficulties and misunderstandings regarding the allowance system.

In spite of the above complaints, most referral officers could still say what was so ably stated by a large city MDR: "Mahoning Valley Vocational School is better equipped because of its residence program to do more than just training - personal problems and around the clock counseling. Your dropout rate is probably less than local programs. All comments of graduates are favorable. Something you are doing is better than local programs because placement and job reports seem to be better."

6. The job status for each parent of both graduates and terminates is equally as interesting. Of particular interest is the comparison of employed fathers. Noteworthy is the lower employment percentages for fathers of terminates and the higher percentages of deceased, retired, and disabled as compared to the fathers of graduates. All three of these are factors which commonly lead to instability in a family.
7. It is also considered significant that 50% of all parents responding to the question of Ohio residence stated that they have been life long residents of Ohio which shows the other half of the respondents have moved into Ohio from other states. It is also considered significant that 46% of these original residents of other states have moved into Ohio since 1945. Further 66% of all responses indicated that the present address has been the location of residence for less than ten years. Also 61% of the above mentioned group have been located there less than five years. This stresses again the mobility of population especially the families of these young men classified as disadvantaged by selection for MVVS training.
8. The survey indicated that two factors were the most important to a prospective employer. First mentioned was the applicant's willingness to learn and to work. Many indicated that the graduates grasp of his training area and the completion of such training was the most important consideration. An applicant's appearance was also considered to be important.

9. When employers were asked if they would hire another MVVS graduate, 83% gave an affirmative answer, 9% stated they would not, 5½% were uncertain, and 2½% did not answer. In expanding on the "yes" answers, 35% gave the excellent training background of the MVVS graduates employed now as the reason, 32% the demonstrated ability of presently employed graduates, 17½% qualified with a depending upon job openings, 11½% stated that those presently employed were good workers and they anticipated that future graduates would also be good workers, and 3% stated they have already hired other graduates of the training center. Two of the five negative answers would not expand on this but the remaining three gave three different reasons. These were - a need for more experienced employees, a need for general labor not for trained employes and one stated that he would hire if the applicant were not referred by the OSES.

10. When trainees were asked to appraise the basic and vocational phases of the program, 86% of the graduates and 82% of the terminates stated that the basic education program was helpful with the major amount of accompanying comments indicating a gain in math ability; followed by indications of an improvement in reading ability. Enough time in basic education was indicated by 62% and 52% of the graduates and terminates, respectively. A noticeable percentage (38% of graduates and 48% of terminates) indicated more basic education should have been offered with most commenting that more

math should be offered and that no one can ever get enough education. An overwhelming majority of the responses showed that former trainees feel the basic education program could be improved by including a wider variety of offerings and by giving a higher degree of individualized instruction. In questioning concerning the time allotted to vocational training, 57% of the graduates and 34% of the terminates replied that the training course was too short.

11. Trainee suggestions for improvement of vocational training courses indicated strong recommendations for longer courses, more individualized instruction with smaller classes, and more opportunities for practical experience.
12. In response to the question of ability to get along with the instructional staff, a very impressive 99% of graduates and 94% of terminates responded favorably. Most of those interviewed placed very heavy emphasis in their remarks on the quality of instructors and particularly important was the high praise showered upon the vocational instructor. Much praise was evident for the basic staff even though there was a lesser amount of time spent with them. This emphasized the tremendous importance of a strongly motivated educational staff.
13. Trainee reaction to the guidance program was questionable. Most responses were positive (80% of graduates and 70% of terminates) but it was considered of importance that many of the comments identified the source of guidance as dorm leaders and instructors and not guidance counselors. This

occurred because the term "guidance department" drew blank expressions and when defined as "to whom did you go when you had problems" most indicated those mentioned. In the first year of operation, there were only two counselors and this lack of adequate personnel has been much improved by additions made in later training years.

14. Eighty-eight per cent of the graduates indicated a favorable opinion of the dormitory facilities but an overwhelming 93% of the terminates indicated dissatisfaction. Most often the disagreement was not with the facilities but really with conditions since the comments made indicated negative feelings toward roommates, the fighting, stealing, and threats by other trainees, and the restrictions placed upon trainees by residence personnel. Ninty-five per cent of graduates and 89% of the terminates indicated an enjoyable relationship with the housing staff.

15. Just over one-half of graduates and terminates said they were mislead by local OSES counselors prior to referral. Many of these counselors were unfamiliar with MVVS and described what they expected the program and facility to be like. Even though this is understandable, it was an important factor in the high dropout rate during the first weeks the training center was in operation. Two-thirds of both trainee groups surveyed had a definite vocational goal in mind before the first local office interview. Almost 90% of all trainees interviewed came to MVVS with a definite vocational choice in mind. The remainder indicated that the exploratory phase and

counseling by instructors had helped to determine their area of interest.

16. No single problem occupied more of the time of the training center staff than that of terminations. In the first two years of operation, the overall dropout rate averaged almost 50% and as of January 30, 1967, the third year's rate had approached 38%. The largest single cause appears to be personal reasons. About one-half of the personal problems are medical and financial in nature. Another important factor is that 48½% of all referrals who terminated have done so during the first thirty days.

If a general average were assumed from the massive amount of termination data gathered, it would show that of every 20 trainees referred to MVVS

10 would successfully complete training;

2 would terminate for medical or financial reasons;

2 would terminate for other personal reasons;

1½ would have to be terminated by the school for anti-social reasons or poor attencance;

1½ would terminate because of dissatisfaction with the residence program;

1 would terminate for dissatisfaction with the training program;

1 would terminate because of relationship problems with other trainees; and

1 would terminate for one of the many other miscellaneous reasons.

Five of the ten to terminate would probably not do so if this training center were not funded under existing MDTA legislation. Constant requests have been made by the school to fund a larger instructional staff and a wider variety of supportative services and personnel in the educational program to further improve the instruction, individualize training and service more of the educational needs of the trainees. Constant pleas have been made to find a better means of financing the residence program since the subsistence allowances do not provide the neccessary funds to operate this essential part of the program. Continuous requests for greater medical assistance have been consistently turned down. The only major changes made in the training allowance regulations (the dropping of the one-year waiting period between high school dropout and referral to training and the continuation of allowances for most who become 22 years of age) have affected only 18% of the total termination group. The concern of the staff for the dropout problem, the effort expanded to uncover causation factors, and the planning of means to reduce this problem are all for naught if those who can help will not recognize the unique nature of this program. The MVVS program cannot continue as successfully as desired until there is an honest appraisal by those who make the decisions regarding MVVS, that it is as different as it was intended to be and that it is not and should not be like other programs.

17. Training cost of MVVS enrollees includes both educational and trainee allowance. Included in the cost of training

is instructional, guidance, and administrative costs, purchase of instructional equipment and supplies, rental and repair of instructional equipment and space, minor remodeling of existing facilities, and custodial and required utility services. Allowance cost reflects training allowances, subsistence and transportation factors. The average training costs was $1,058 and the average allowance costs was $1,528. Total average cost for both training and allowances was $2,067 and an adjusted average total cost was $5,047 per trainee for the first two training years 1964-1965 and 1965-1966. The first three cost figures represent the average total costs per trainee whether the training was completed or not completed. The fourth cost figure is total operating cost adjusted to the total time enrolled for all trainees divided by an estimated training year of 48 training weeks to determine the estimated number of training years.

18. MVVS staff considered the major weaknesses of the school poor facilities in both quality and quantity, lack of permission and funds to create a broader program as needed and a lack of communication between the various areas. The vocational education training was rated as the strongest area of the school and the supervision of the dorms, the attendance system at that time, and the recreation program were rated as the weakest areas. Major weaknesses in order of majority of responses by the staff were:

a. Inter-departmental communications.
b. Administration.
c. Residence program as presently operated and funded.
d. Cooperation between departments.
e. Attendance keeping procedures.
f. The recreational program.
g. Guidance procedures
h. Facilities.

CHAPTER XVIII

RECOMMENDATIONS

The following recommendations are based on all of the data and commentary included in this report and experienced by the researchers. It is hoped that these will be given serious consideration by those who are in a position to assist the youth of Ohio continue in a highly successful training program. Therefore it is recommended:

1. That the pilot experimental title and concept be reapplied to MVVS for at least two more years so that experimentation planned and in progress can be continued to fully determine the nature and extent of vocational and basic education, guidance procedures and dormitory living in a total residential environment.

2. That a continued effort be made to revise the funding structure of the residence program by increasing the subsistence allowance by MDTA amendment and by altering the $250,000 trust fund so that an amount up to 50% can be immediately expended without need for replacement to increase salaries and dorm living conditions.

3. That an educational program be initiated immediately to offer experiences and knowledge which will ease racial tensions among trainees and improve trainee relationships between small city and large city referrals.

4. That funds be made available by Manpower amendment to permit monetary support of a full health service program including medical and dental examinations, full health personnel coverage and an adequate health facility; to permit a full recreational program adequately staffed; and permit major maintenance repairs to the exterior and/or interior of existing buildings in use.

5. That a complete assessment of auxiliary and supporting service needs be evaluated by a non-partial research team and that such be presented to the Ohio Manpower Office with recommendations for action.

6. That paid vacations and other fringe benefits be made available by Manpower funding for the total staff funded under such.

7. That travel allowances be full reimbursement or this is not possible, revision of the present policy of limitation to a $10.00 total so that all the trainees receive an equal percentage of travel costs regardless of distance from center.

8. That all referrals be recruited from total OSES offices but that all preliminary referral work, testing, counseling and placement be centralized by using the YOC offices as regional centers.

9. That all OSES selection and referral personnel visit MVVS annually to be kept current on the training center.

10. That further follow-up research be continuted on first year graduates to determine job shifts, job advancement and continued unemployment and that normal follow-up procedures be continued for all graduates and placement follow-ups be completed for selected training areas of difficult placement.

11. That a study and evaluation be made of appropriate class size totals for all vocational and basic training areas and that the feasibility of greater individualized instruction be given strong consideration.

12. That state level decisions that effect total program operation or funding be decentralized by the creation of a board composed of members qualified and trained in all program areas - vocational, basic, guidance, and residence, rather than just through the vocationally orientated Manpower office.

13. That a greater effort be exerted to develop full youth placement possibilities, particularly in large city areas.

14. That more consideration be given to adherence to the policy regarding quotas and replacements - particularly a relationship of quota requests to later placement requirements.

APPENDICES

APPENDIX A

INTERVIEW COMMENTS

FROM EMPLOYERS:

Capt. Oliver W. Jones, Senior Chaplain, U.S. Coast Guard Academy:

"It is a pleasure to say that the quality of Larry's work has been outstandingly combined with a pleasant personality and a willing spirit. In April of 1966 he was promoted to the rate of Yoeman, Petty Officer, third class. This promotion was in the shortest time permitted under existing Coast Guard regulations. I have every confidence that he will be qualified and promoted to the next highest rate just as soon as possible.
It is a pleasure to pass on this report to you and I'm sure it gives a rewarding satisfaction to you and the school you serve."

Personnel Manager, Jennings Manufacturing Company:

"Richard has just recently been put on a welder learner program...we find him neat, able to get along with fellow employees, punctual, and work conscientious. It is a pleasure to have hired Richard as a young man, who we believe, has real possibilities."

Service Supervisor, Sky-Chef, Inc.:

"In answer to your request on the progress of Phil, he is an excellent worker and has a very good basic knowledge of his job as a food preparer. From my conversation with him and supervising his work, I would say that a fine job was done by your school in introducing him to cooking. If Phil is any indication of the caliber of your graduates, I feel sure more of them would be welcome at Sky-Chef."

Penn Ohio Supply Company, Data Processing Manager:

"In August, 1965, we employed a graduate of your school as a machine operator in the Data Processing Department. Jack was employed by our company because he had received superior training at the Mahoning Valley Vocational School. He has demonstrated that his training has adequately prepared him for profession in Data Processing. He has been of great value and has proven his capabilities in helping us to convert from punch card equipment to 1401 Computer. He has been remarkable efficient in carrying out these duties. It is therefore with pleasure that I most enthusiastically commend Jack and the Mahoning Valley Vocational School for the outstanding job they are doing in training their men of ability, competency, and talent."

Service Manager, Kempthorne Dodge:

"Andy was a good boy and a good worker. I feel Mahoning Valley Vocational School did a good job in training. Since he was in a training program I feel he had a good knowledge of mechanical work. He worked on used cars, brakes and tune-ups."

Restaurant Manager, Cleveland Hotel:

"Fred was hired as a bus boy and did an excellent job from the beginning. He was very well trained at the school, was a very good worker. I used him as captain of the bus boys to train the new boys."

Personnel Manager, Aro Corporation:

"Richard's basic knowledge of drafting and math are very good. He is well versed in the usage of fractions and micro-finishes pertaining to drafting. There must be some real great instructors at Mahoning Valley Vocational School. I would hire six (6) more of your graduates right now with the same training that Richard has."

Service Manager, Pontiac Garage: (southeastern Ohio)

"Conrad was well trained but I would not have hired him without his Mahoning Valley Vocational School diploma."

Foreman, American Standard Machine Company:

"I feel your trainees are very well qualified. I have rated Bob excellent in all categories. I would not usually hire a high school dropout without your type of training."

Personnel Manager, Pease Lumber Company, Inc.:

"Richard was clean cut and handled himself well in the interview. He did well on his test. I would not have hired a high school dropout, in fact I would not normally even take an application but I hired him because he had vocational training and a diploma from Mahoning Valley Vocational School."

Local Office Personnel (OSES) Comments

"When the boys return they look neater and better fed. Getting them away from their family was very good."

"Three Mahoning Valley Vocational School graduates passed the employment test, which is very difficult, at a large local industry, they would never have done so without Mahoning Valley Vocational School."

"I have noticed a difference in my referrals that have graduated. They have politeness, polish, and employer acceptability."

"I'm sold on Mahoning Valley Vocational School, it's really worthwhile and it gets the boys away from their home environment."

"When I visited your school I was very impressed with both the training and the facilities."

"Your school was the start of Job Corps. It initiated the entire Job Corps concept."

"The school did change one of our referrals personality. He was able to meet and talk with people and think for himself and he was uncapable of this before. He would not have been able to get and hold his present job without Mahoning Valley Vocational School."

"I have visited your school, my candid reaction: I'm impressed."

"I am highly impressed with the quality of instruction at Mahoning Valley Vocational School. Every boy referred from our area, whether it was terminant or graduate, feels the instructors are terrific."

"Almost all our returning graduates are impressed with your school. Most of them would like to return. Many good comments are made about the instructional staff and no criticism. Something you are doing is better than what our local programs are doing because placement is easier and jobs secured seem to be better. Your school is better equipped because of residence to do more than just training. You can work with personal problems and offer around the clock counseling, therefore your dropout rate is actually less than our local program. Your reputation has gotten around and employers are more ready to hire your graduates than local graduates. You are making headway in making them more socially acceptable. You can help when it is needed because they are there full time. Your school was the fore-runner of Job Corps."

Parents Comments

"Mahoning Valley Vocational School was Jack's salvation. It straightened him out."

"Your school is a good thing and there should be more of them. It does things for boys for whom high school has done nothing."

"Mahoning Valley Vocational School gave my son a sense of responsibility. He is now going back to high school."

"Andy learned so much about the rest of the world while he was there. It gave him a better sense of values and of his own worth. I am very enthused over the whole program."

"More boys should take advantage of your school. Education is needed and will be more so."

"I would recommend your program to anyone. This is the only type of program that would accept a slow-learner. Living away from home helped him a lot. Training such as yours cannot be bought in Ohio."

"If it wasn't for Mahoning Valley Vocational School, God knows what he would be doing now. It was a wonderful opportunity and a tremendous benefit to Bob, he is really interested in making machine operator his vocation."

"Steve enjoyed the school and especially his instructor. It means a lot when teachers take the time and are interested."

"Your program gives a boy an opportunity to further his education, and learn a trade at the same time. It was very worthwhile."

"Larry's reading and education improved at Mahoning Valley Vocational School because the teachers really wanted to help. All male instructors meant a lot because he lost his father at the age of nine."

"I'm glad that Ed got to go. He wouldn't work in formal school and he didn't want to stay at home."

"Mahoning Valley Vocational School training made it possible for Don to enter the service. Previously he had been rejected."

"Ron was the first Negro boy at the machine shop he is working in. They have hired others since. Your training was responsible for all this. He has talked a lot about it and I am so glad he went."

"When my son was home on week-ends he couldn't stop talking about the school."

"Living away from home in a dorm did a lot of good for my son. It made him more mature. Your program is a wonderful thing that boys couldn't get otherwise. It means a lot to the boys financially because of the special training they receive."

"Everywhere my son went with his Mahoning Valley Vocational School certificate he was interviewed and they took an application. Employers would never do this for him before Mahoning Valley Vocational School."

"I just can't thank the staff of Mahoning Valley Vocational School enough for the fine job they did in molding my son's life. Prior to his attendance, he was quite a problem to me since his father passed away. When he graduated he was a changed individual with the motivation to succeed in life."

"Mahoning Valley Vocational School should have been in operation many years earlier. As far as I'm concerned the best school in the country. It was a wonderful opportunity for my son to have a chance to further his knowledge since he was a slow-learner."

"Attendance at Mahoning Valley Vocational School was the best thing that ever happened to my son. What a change - wonderful training - Mahoning Valley Vocational School has done wonders for my boy. I really spread this around every chance I get."

"My son was so pleased with your school he wanted to return."

Student Comments

Electrical Appliance Repairman:

"I would not have my present job if it wasn't for the training. It's a good program and I advise anyone who wants to further himself to go to Mahoning Valley Vocational School."

Accounting Clerk:

"The instructors were wonderful. They all tried to help us."

Auto Body Repairman:

"If I had another chance I would study more. It was a good experience and it gave me confidence in myself. You must have an education to get a good job."

Auto Service Station Mechanic:

"Darned right I would encourage others to go to Mahoning Valley Vocational School. It has everything."

General Office Clerk:

"The school is a good opportunity. It has given me a better outlook on life. It made it easier for me to get a job."

Baker:

"Mahoning Valley Vocational School helps a person grow up a lot."

Auto Service Station Mechanic:

"I enjoyed Mahoning Valley Vocational School a lot and got more out of it than anything else in my life. My instructors were wonderful."

Building Maintenance Man:

"Mahoning Valley Vocational School made me realize that I am growing up. It wasn't so helpful in getting a job, but the basic education really helped me. I also learned to live with other people."

Electric Appliance Repairman:

"My class was the best class there. And my instructor was on the ball. The course was very practical with no nonsense. Everyone at the school gave me guidance."

Cook:

"Mahoning Valley Vocational School is a good thing. I have given good reports everywhere, and I really didn't want to leave. I learned much about getting along with others, and much about life. Everyone there helped me."

General Office Clerk:

"Besides the great training facilities and the instructors being helpful in increasing my knowledge in this vocation, it made me realize there were other gentlemen in a worse predicament than myself at the time. My instructor did an outstanding job."

Cook:

"A place where a person without an education can get an opportunity to better themselves and come up in the world."

Tab Machine Operator:

"Mahoning Valley Vocational School started me on a fine career. Of course I had one of the best instructors."

Stock Inventory Clerk:

"The School helped me become more mature. My instructor did a fine job. I feel with this training I can now better myself."

Auto Service Station Mechanic:

"I like my job and feel I have it because of my training. You should expand the program and get more boys in it."

Auto Body Repairman:

"We should have had at least a half day in reading. Both auto body and reading are important, but you can't go anywhere without reading - it's very important."

Routeman:

"It was a real good thing. The opportunity of a life-time."

Machine Operator:

"Gives a back-ground to gain your destination and makes up for a failure to get a high school education."

Baker:

"I am baking in the service and I use all my recipes. My instructor was the man behind it all. I am able to work in my area in the service because of the training."

General Office Clerk:

"Mahoning Valley Vocational School gives a boy a second chance to make good in life."

Cook:

"I would encourage others to attend. If they don't they are missing a chance of a lifetime."

Auto Mechanic:

"I am very thankful for the opportunity to attend Mahoning Valley Vocational School. It has helped me in a million ways. You have wonderful instructors."

Tab Machine Operators:

"Mahoning Valley Vocational School is a great idea. You should expand to more vocations and impress basic education on everyone. I really learned the importance of education. It should be stressed more."

Accounting Clerk:

"I got along very well with my instructors because we understood each other. This is the first vocational school that pays a person to reach a goal in life and a skilled trade."

Auto Service Station Mechanic:

"My instructor was one of the greatest men I have ever known."

Welder:

"I suggest you get more teachers and open more schools like Mahoning Valley Vocational School."

Auto Mechanic:

"Mahoning Valley Vocational School is the best school. There is no other one like it."

Accounting Clerk:

"Many young boys need a helping hand in realizing the importance of education. My instructor was very much interested in educating the young adults at Mahoning Valley Vocational School."

Stock Inventory Clerk:

"I never would have been able to get this job without Mahoning Valley Vocational School. I appreciate the time the instructors took with me and I really didn't want to accept the allowance since I felt the chance for training was more than enough."

Electrical Appliance Repairman:

"Mahoning Valley Vocational School communications classes helped me to gain confidence in myself. I was shy and withdrawn and hesitated to participate."

Building Maintenance:

My reading and math improved at least six grades while I was at Mahoning Valley Vocational School."

Accounting Clerk:

"Dorm life was an experience I never had before. It was a very happy one and I made many friends."

Welder:

"I feel my attendance was tremendously beneficial to me. Before I attended Mahoning Valley Vocational School the only jobs I could get were part time. Today I am employed as a welder making a very good salary.

A GRADUATE SPEAKS

Allen was a dropout in the 10th grade in 1962. His principal in high school reported extremely poor attendance, and that he had taken up with poor associates. After many conferences with this student and his parents, he was suspended from school. He was allowed back on probation but he was completely indifferent to his teachers, his subjects and to education in general. He was not a discipline problem when he was in school. It was just that he wasn't in school very much. His high school records show he started smoking in the sixth grade, had repeated auto accidents and was cynical with no desire for education.

He came to the Mahoning Valley Vocational School after he received a medical discharge from the service for poor adjustment. His future looked rather bleak at the time of his arrival at the Vienna facility. He was one of the first two boys to register at the school. He wasn't happy about it, nor unhappy. Just indifferent.

Allen had a "you-gotta-show-me" attitude when he was interviewed upon his arrival. He completed the course, graduated, and moved to California. Recently this letter was received:

> Hi---Thought I'd write you a letter so you could update your statistical files. I have been employed for the past month as a computer operator with the Corporate Agency, a subsidiary of the California Finance Co. We do the data processing work for three other associations. My starting salary was four hundred dollars a month, $4800.00 a year. The score I got on the IBM Computer Programmers Aptitude was the determining factor in my employment. However, I certainly wouldn't have obtained the job if it hadn't been for the education and start in life I received at MVVS. By start in life, I am referring to the initiative that was stirred in me at the school, to start overcoming my handicap of being a high school dropout, and the courage to further develop my desire to become a successful person, and help contribute to the betterment of the society we live in.
>
> I will be going to San Jose City College this fall and intend to continue my career in college indefinitely - for as long as I am able to read and write. I feel now that a person shouldn't stop his education in college after receiving degrees, etc., but should continue the learning process throughout his entire life.
>
> Although it has taken a year and 3,000 miles I hope that my success and perseverance may be an inspiration to others at the school who may feel that they haven't a chance of becoming a successful person. It's certainly not too late for them if they have the initiative and desire. I think it might be a good idea if you make available to all the students, all the current books on positive thinking. I have read several and they certainly helped me in relation to the problem I was faced with. I think it might also be helpful to the students if they are familiarized with the six steps of the Scientific Method for solving problems. I've found they should be applied more often to the problems in life one faces as well as the problems in textbooks.
>
> I have read several articles in various newspapers, expressing the concern of the public over the cost of operating schools such as MVVS. It's unfortunate that the public can't keep a few facts in mind: We are all human and apt to make serious mistakes in life, such as dropping out of high school. Some of the greatest men in history have made similar mistakes in

their lives before reaching their important status. Then is it not also possible that some of us may possess the same qualities and if given the chance to get back on our feet may repay society many times in our accomplishments? Yes, it does take an awfully large sum of money to start these schools, but perhaps a few people should give it some second thought. You certainly won't find any of the spoiled brats you find in so many other schools, demonstrating and protesting the freedoms and rights that persons such as myself have learned to respect, because of the mistakes we've made. Too many, of more fortunate students, who graduate from high school and then go on to college seem to feel that these freedoms are owed to them and don't realize what they must do to keep these freedoms and earn them for their children.

I intend, and I hope to, repay you and all the other people at MVVS in my accomplishments in the future and my contributions towards society and the betterment of man.

APPENDIX B

SECOND YEAR MAIL-OUT FOLLOW-UP

A questionnaire form was mailed out to each of the graduates of the 1965-1966 training year. This form appears on page 283 (Table B), and a compilation of the essential data gathered is included in the individual vocational area statistics in Chapter 14. Table A reflects the placement credited by graduates to the OSES and placement achieved by other efforts.

TABLE A

1965-1966 GRADUATE PLACEMENT

TRAINING AREA	PLACED BY OSES	PLACED SELF	UNKNOWN*
Electrical Appliance	33%	67%	
Auto Body	20%	80%	
Auto Mechanic	50%	50%	
Auto Service Stat. Mech.	36%	64%	
Baker	14%	86%	
Accounting Clerk	50%	40%	10%
General Office Clerk	23%	77%	
Cook	33%	67%	
Groundskeeper-Custodian	36%	64%	
Drafting	62%	35%	3%
Tab Machine Operator	28%	72%	
Food Service Operator	50%	---	50%
Building Maintenance	43%	57%	
Machine Operator	44%	52%	4%
Stock Inventory Clerk	35%	60%	5%
Welding	23%	72%	5%

*Unknown - did not identify placement source.

TABLE B

MAIL OUT SURVEY FORM
SECOND YEAR GRADUATES

Dear MVVS Graduate:

In order to keep an accurate record of you since your attendance at MVVS, due to the interest of your instructors, of the research staff, and of everyone at the school, we are asking your cooperation in filling out this questionnaire at and returning it to us in the enclosed self-addressed stamped envelope. This will help us in getting an accurate picture of the success of MVVS.

Department of Education, MAHONING VALLEY VOCATIONAL SCHOOL

- -

Your Name______________________________ Section__________

Present Address____
(Street)

____
(City) (State) (Zip Code)

Employed at____
(Employer)

____
(Address)

____
(City) (State) (Zip Code)

Job Title______________________________

Date Started______________________________

Hourly Rate______________________________

I got my job (check one):

__________ on my own

__________ through the Ohio State Employment Service office

__________ other - Specify______________________________

Other jobs since graduation

Date Started	Employer	Job Title	Hourly Rate	How Secured	Reason For Leaving

APPENDIX C

BUREAU OF VOCATIONAL REHABILITATION INVOLVEMENT

This section was originally confidential report number 14, submitted May 23, 1966, and was intended to bring to light some of the problems involved with BVR participation in the second year of MVVS operation. This agency has not kept the total administrative staff of MVVS fully informed and therefore little is known of its accomplishments, efforts, sucesses, or failures. The narrative which accompanied the proposal for the third year project (7082) finally gave some information concerning involvement and activity but the period from June of 1965 until May of 1966 allowed almost twelve months of rather sparse data.

According to the narrative (which only covers the first seven months of operation), the prime function of the BVR was to provide for medical and psychological examinations of trainees prior to referral. This has in all honesty occurred on very rare occasions. Many local offices are totally unaware of this procedure and a few that have attempted to abide by this suggestion have been frustrated by a lack of BVR personnel to adequately carry out this lofty goal. The argument that sufficient time is not available for pre-referral examination is used as a blanket excuse for this failure when in actuality this is true of only a percentage of the referrals not all of them.

Of the 915 referrals made to MVVS from June 1, 1965 through December 31, 1965 the BVR states in the narrative that:

47½% or 441 were interviewed at MVVS
25½% or 229 were interviewed at the local level
thus - 27% were never interviewed

Of those interviewed:

24% or 219 trainees were given general physical examinations after referral to MVVS
7½% or 70 trainees were given special examinations

As the above figures indicate the BVR has not even conducted an initial interview with over 25% of our referrals. I doubt personally the 25% that were interviewed at the local office level since one part of the report states that 640 interviews were conducted with 441 of them at MVVS and the balance at the local level and another part of the same report states "no figures are available on those students evaluated prior to admission."

Special services were provided by BVR during this period for:

15	trainees	- speech and hearing therapy
84	trainees	- dental restoration
66	trainees	- eye examinations
1	trainee	- eye surgery
166	trainees	- were provided special services

Thus, the BVR has serviced only 18% of the total student body. This does not coincide with the statement from the BVR narrative, "more than half of those who met the selection criteria for disadvantaged youth were found to have physical disabilities which needed medical diagnosis, evaluation, and in most cases, corrective action."

Another interesting facet of BVR involvement in the MVVS program is the unquestioned referral they are entitled too. Each regional BVR representative can refer direct to MVVS without any question by the local OSES personnel. I have been unable to determine how often this was done in 1964-65 but if it has occurred then this agency has usurped some of the responsibility of the OSES. I do know that BVR representatives recommended the referral of over 80 trainees in the 1965-66 or 8% of the total student body. Of the referrals made:

31½% or 25 trainees have graduated
30% or 24 trainees have terminated
38½% or 31 trainees are still active

Of the 24 trainees terminated:

4 could not adjust to existing conditions
4 were unsatisfied with existing conditions at MVVS
5 were financially unable to continue in the program
1 for unsatisfactory progress and attendance

5 went AWOL (no reason available at the present)
1 got a job
1 went to college

Of the 25 trainees that graduated:

60% or 15 are employed
  8 are in related employment (32%)
  7 are in unrelated employment (28%)
4% or 1 graduate is unemployed
4% or 1 graduate is in the service and was unemployed prior to induction
32% or 8 graduates have not returned the employment follow-up form which was mailed out

The placement of BVR referral-graduates is very impressive. The circumstances surrounding the situation with the one graduate who is unemployed make placement in his case an almost impossibility. The BVR accepts joint responsibility for placement and other post-graduation services, as outlined in the narrative, and there is an indication that this is the one area of overall success for the BVR.

SUMMARY

The main efforts of the BVR, according to its own admission, is to provide physical examinations to all prospective trainees. Yet there is proof that 47½% were actually interviewed at MVVS and only 31½% were given physical or special examinations.

It is claimed that disabilities have led to the high dropout rate at MVVS. Yet even 30% of the BVR's own referrals, who supposedly get very close attention while at MVVS, have terminated. This isn't too much different from our over-all dropout rate.

It is claimed that there is a need for psychiatric evaluation and medical therapy and yet there is no evidence that any help along this line has been given. In line with this, 20% of the BVR referrals themselves were terminated for mental illness and inability to adjust.

There is also strong evidence that when a student comes under the services of BVR his training becomes secondary and there is little hesitation in even taking a student from class for a full day at a time. Usually, in the past, the instructor wasn't even notified prior to such action.

Although no one would question the need for BVR involvement at MVVS and no one would deny the positive value received in some respects. It is dubious whether (1) the BVR is honestly validating its accomplishments and involvement, (2) and if some sacrifices have not been made because of BVR involvement. One wonders whether we are more aware of our critical problems this year than last, or whether we have more critical problems this year than last.

During the course of the 1966-67 project year, it is hoped that BVR will be able to fully undertake those activities listed in the narrative as IIA and IV, and also that the duties of the on-site BVR counselor as outlined on page 4 of the narrative be in cooperation with the educational staff and not at the sacrifice of sound training and educational principles.

APPENDIX D

RESEARCH COSTS

The 11½ months funded for research from July 15, 1965 to June 30, 1966 shows the following approved and expended totals during that period of time:

AREA OF EXPENDITURES	APPROVED	EXPENDED
Salaries (staff of 3)	$25,200.00	$23,229.20
Travel and per diem	4,940.00	3,783.47
Miscellaneous supplies	----------	222.52
Publishing	1,310.00	----------
Totals	$31,450.00	$27,235.19